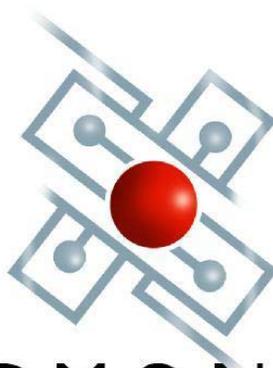


**“FAST TRACK” CHARTER SCHOOL APPLICATION  
TO BEGIN IN FALL 2012**



PIEDMONT IT  
ACADEMY

2010

<http://www.PITacademy.org>

# PIEDMONT IT ACADEMY

*“Citizens for a Cyber Era”*

**SUBMITTED TO**

OFFICE OF CHARTER SCHOOLS  
NORTH CAROLINA STATE BOARD OF EDUCATION

**BY**

THE BOARD OF DIRECTORS OF  
PIEDMONT IT ACADEMY  
UNION COUNTY, NC

NOVEMBER 10, 2011  
RALEIGH, NC

# I.APPLICATION COVER PAGE

**NAME OF PROPOSED CHARTER SCHOOL:** Piedmont IT Academy

**NAME OF NONPROFIT ORGANIZATION UNDER WHICH CHARTER WILL BE ORGANIZED OR OPERATED:**

Piedmont IT Academy

**HAS THE ORGANIZATION APPLIED FOR 501(c)(3) NON-PROFIT STATUS:** Yes   
No

Provide the name of the person who will serve as **the primary contact** for this Application. **The primary contact** should serve as the contact for follow-up, interviews, and notices regarding this Application.

**NAME OF CONTACT PERSON:** ADEM KAYA

**TITLE/RELATIONSHIP TO NONPROFIT:** REGISTERED AGENT, BOARD MEMBER

**MAILING ADDRESS:** 511 Cameron Walk Ct., Apt. 301, Charlotte, NC 28217

**PRIMARY TELEPHONE:** (704) 737-3309 **ALTERNATE TELEPHONE:**

**E-MAIL ADDRESS:** adem332@gmail.com

**Location of Proposed Charter School (LEA):** UNION COUNTY, NORTH CAROLINA

**Conversion:**

No:

Yes:  If so, Public  or Private:

If a private school, give the name of the school being converted:

If a public school, give the name and six-digit identifier of the school being converted:

\_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

**Description of Targeted Population:** Piedmont IT (PIT) Academy targets general public education students in and around the Union County with no emphasis on any special subgroup.

**Proposed Grades Served:** PIT Academy will start with K-6 in the Fall 2012, and progressively add one upper grade each year to become a full K-12 charter school as given in the table below.

**Proposed Total Enrollment:** Starting with 276 students in Fall 2012, PIT Academy will gradually increase the student population accordingly with the grade span, as given in the table below.

**Projected School Opening Year:** 2012 **Month:** August

School Year	Grade Levels	Total Projected Student Enrollment	Year Round	
			YES	NO
First Year	K-6	276		x
Second Year	K-7	348		x
Third Year	K-8	420		x
Fourth Year	K-9	472		x
Fifth Year	K-10	520		x

I certify that I have the authority to submit this application and that all information contained herein is complete and accurate, realizing that any misrepresentation could result in disqualification from the application process or revocation after award. I understand that incomplete applications will not be considered. The person named as the contact person for the application is so authorized to serve as the primary contact for this application on behalf of the applicant.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Title*

\_\_\_\_\_  
*Printed Name*

\_\_\_\_\_  
*Date*

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### **III. MISSION, PURPOSES AND EDUCATIONAL FOCUS**(G.S.115C-238.29A)

#### **A. MISSION**

The mission of the proposed charter school is as follows:

The Mission of Piedmont IT Academy (PIT Academy) is to provide 21<sup>st</sup> century education for elementary, middle, and high school students with an emphasis on mathematics and information technologies. In order to achieve this goal, PIT Academy will implement innovative curricula that reflects the increasing role of computers and technology in today's world and create a PIT Academy Family among students, parents, staff, and the community to provide a nurturing, safe, and dynamic learning environment. PIT Academy will succeed in these objectives by employing a hands-on, inquiry-based education program that utilizes research based teaching methods and performance based accountability measures.

The purpose of PIT Academy is to provide a unique opportunity for its students to pursue professional careers and college education in the high-paying and ever-growing field of information technologies.

In order to meet the six legislated purposes of the NC Charter School Law, PIT Academy will have the following priorities:

1. Improve student learning with technology integrated education;
2. Address the needs of all students, including academically and intellectually gifted and exceptional children;
3. Use inquiry based teaching methods with differentiated instruction;
4. Develop professional development programs with performance based goals;
5. Offer various elective courses in addition to core academic courses; and
6. Establish academic and non-academic accountability plans.

#### **B. EVIDENCE FOR NEED OF THE PROPOSED SCHOOL WITH THE SELECTED MISSION**

##### **1. To meet the educational needs of growing population in the Union County**

PIT Academy will be a Math and IT academy aiming to provide 21<sup>st</sup> century skills to the students of Union County preparing them to better face the challenges of the tomorrow's business world.

A quick analysis of demographic changes between 2000 and 2010 indicates that Union County, among other counties in NC state, has experienced the largest population growth (62.8%) over the past 10 years, while NC state overall gained only an 18.5% increase for the same time period. The school age population (under 18), while it constitutes 38% of the Union County, makes up 31% of the State population. With the

increase of immigrant families, the rate of population speaking languages other than English has risen by 11% in the Union County over the past 10 years.

As PIT Academy, we are determined to open our doors to students as early as Fall 2012 aiming to fulfill the needs of ever-growing population in the Union County. The table below summarizes significant changes and trends in school age population over the past 10 years.

<b>Demographic Analysis (CENSUS 2010)</b>		
	<b>Union County</b>	<b>NC State</b>
% Increase in population since 2000	62.80%	18.50%
School age population (age<18)	38%	31.40%
Language spoken other than English	11.10%	9.60%
Homeownership rate since 2005	79.90%	68.10%

In addition to its non-discriminatory policy in delivering educational and other related services, Piedmont IT Academy will be a public school with an open enrollment enabling year-around entry of students into our system. Therefore, we anticipate that overwhelming majority of our students will naturally be from the Union county.

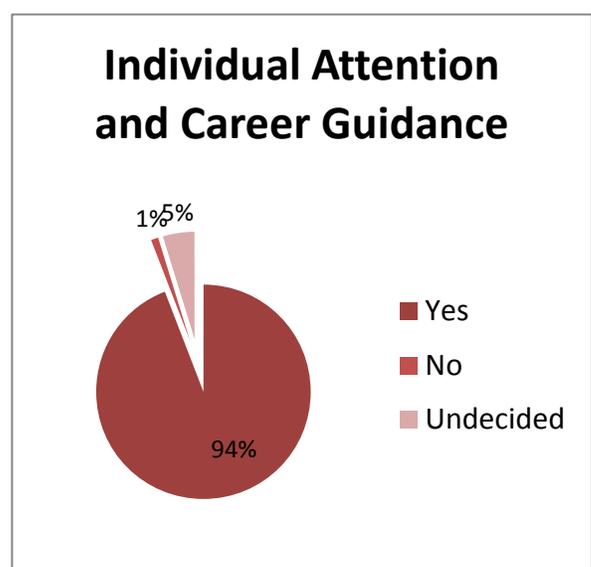
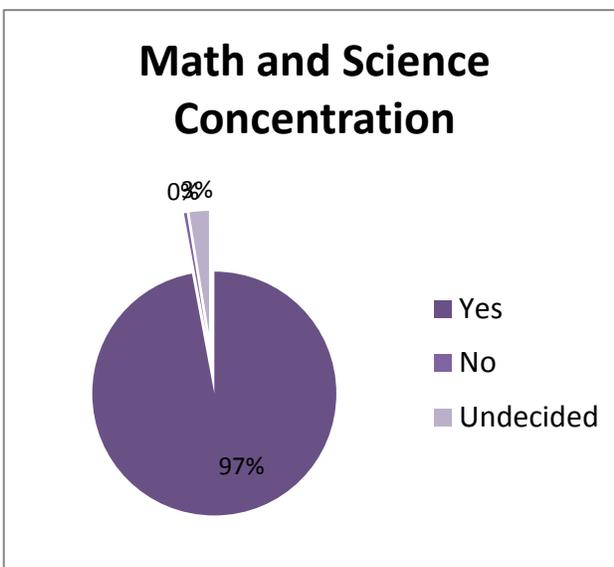
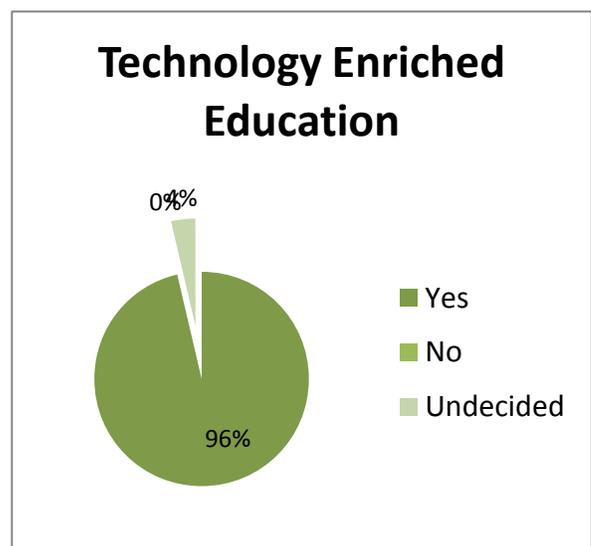
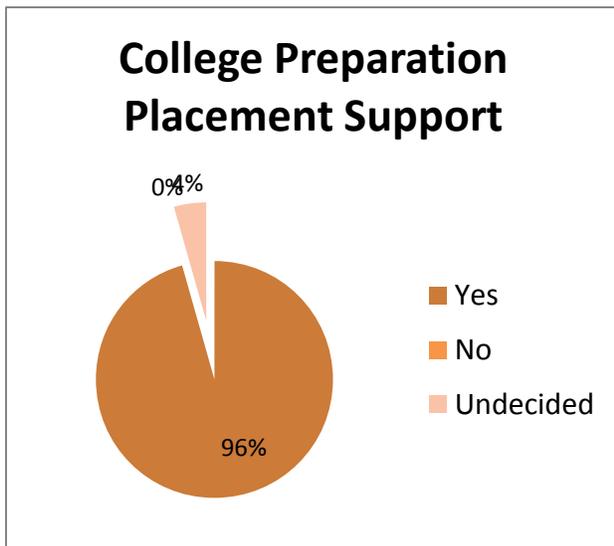
<b>Ethnic Makeup of Union County Public School Students</b>	
White	68%
African American	14%
Hispanic	14%
Other	4%
<b>AIG* Students</b>	<b>13.40%</b>
<b>EC** Students</b>	<b>10.40%</b>

\* Academically and Intellectually Gifted

\*\* Exceptional Children

Furthermore, in an attempt to have a realistic market analysis, the Founding Board of PIT Academy conducted community support surveys between October 1 and Oct 31 in 2011. We collected more than 270 surveys, and, as shown in the tables and graphs below, 83% of the surveyed families indicated their support (while 9 percent remained undecided) for a Math and IT Charter School in their community. The actual surveys can be seen in Appendix A.

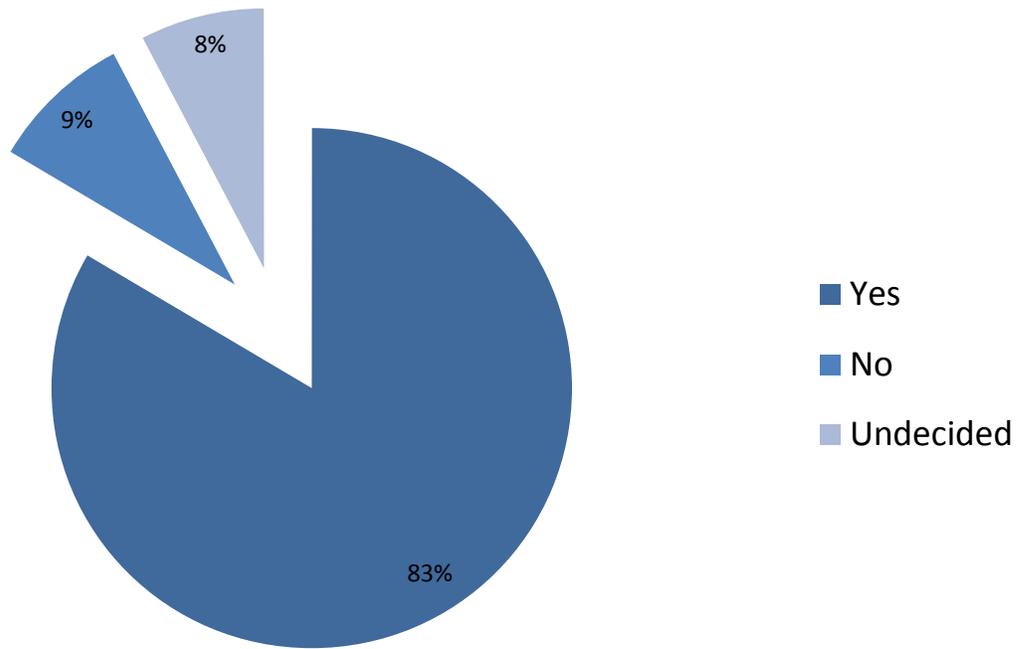
QUESTIONS	Yes	No	Undecided
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Do you think there is a need for a charter school that puts emphasis on <b>Math and Science Concentration</b>	265	1	7
Do you think there is a need for a charter school that puts emphasis on <b>Individual Attention and Career Guidance</b>	257	3	13
Do you think there is a need for a charter school that puts emphasis on <b>Safe Educational Environment</b>	264	1	8
<b>Would you be interested in sending your child (ren) to the proposed Charter School?</b>	228	24	21



### Safe Educational Environment



### Would you be interested in sending your child(ren) to the proposed Charter School in Union County?



As of the 2011-2012 academic year, there are almost 41,000 students being educated in 51 different public schools in the Union County. Out of 51 schools, 31 of them were able to make AYP in 2011, which makes 60.7% of the schools.

<b>Number of Public Schools in Union County (Size: 40,900 Students)</b>		
	<b>Number of Schools</b>	<b>Enrollment</b>
<b>Public Elementary Schools</b>	30	19422
<b>Public Middle School</b>	9	9104
<b>Public High Schools</b>	11	11374
Public Charter School	1	1000
Total	<b>51</b>	<b>40900</b>

In assessing the need for an IT public charter school in Union County, we met with numerous elected officials and members of local community organizations, churches, and neighborhood associations. The feedback we received was very supportive, encouraging, and affirmed the need for a school such as PIT Academy in the area. Specifically, the Founding Board of Directors received several letters of endorsement and personal endorsements for the proposed school idea from several key individuals and local public officials. Among them are the following local people in no particular order:

- Curtis Blackwood      *State Representative, NC General Assembly*
- Justin P. Burr        *State Representative, NC General Assembly*
- Eddie Goodall,       *Former State Senator, NC General Assembly*
- Jerry Simpson,        *Union County Commissioner, Chairman*
- Todd Johnson,       *Union County Commissioner, Vice-Chairman*
- Tracy Kuehler,       *Union County Commissioner*
- Kim Rogers           *Union County Commissioner*
- Jonathan Thomas     *Union County Commissioner*
- Karl GH Behrens      *Chief Operations Officer, Compass Group North America*
- Glann P. Duffy,       *Chief Financial Analyst, Columbus Nova Credit Inv. Group*
- Jeffrey P. Pelter,     *Technical Lead, Vanguard Group Inc.*
- Hamdija Custovic,   *Vice President; Sr. Ecommerce Product, Bank of America*
- Mirsad Hadzikadic,   *Dean Emeritus, College of Computing & Informatics, UNCC*
- Fahrudin Mekic,      *Director North America, Marketing and Sales, ABB Inc*
- Jerry W. Holt          *Vice President, Wells Fargo Company*
- Joseph Borra          *Technical Project Manager, Wells Fargo Company*
- Joseph Von Dohlen   *Technical Project Manager, Wells Fargo Company*
- Marshal Lail          *Technical Project Manager, Wells Fargo Company*
- Christopher Davis     *Technical Project Manager, Wells Fargo Company*
- Patricia Scott         *Licensed Professional Counselor*

Please see support letters in **Appendix A: COMMUNITY & PARENT SUPPORT LETTERS.**

## **2. To help boost the Math and Science Scores in Standardized Test.**

North Carolina, as a leading state, houses many technology- and science-based businesses that demand employees with advanced knowledge and skills in mathematics and science. However, according to the Nation's Report Card, 30% of the fourth graders and 24% of the eighth graders were at or above the National Assessment of Educational Progress (NAEP) science proficient level in 2009<sup>1</sup>. The average score for science was 149 out of 300 for national public eight graders, while it was 144 out of 300 for North Carolina eight graders. Similarly, 38% of the fourth graders and 36% of the eighth graders were at or above the NAEP mathematics proficient level in 2009<sup>2</sup>. That

<sup>1</sup>The Nation's Report Card. (2009). [http://nationsreportcard.gov/science\\_2009/](http://nationsreportcard.gov/science_2009/)

<sup>2</sup>The Nation's Report Card. (2009). [http://nationsreportcard.gov/math\\_2009/](http://nationsreportcard.gov/math_2009/)

statistics imply that students of our state need additional innovative and effective approaches to reach the level of success they deserve.

We believe that certain educational legislation, such as the federal *No Child Left Behind Act*, has forced teachers to instruct students around benchmark tests, such as the NC EOG and the SAT, instead of teaching toward learning styles that help students grasp concepts. Although we are excited to find out that North Carolina will begin administering three new assessments (the ACT, PLAN, and WorkKeys) in 2011-12 in preparation for the state's new accountability aligned with the *Common Core State Standards*<sup>3</sup>, we do not just want to prepare our students for the EOG, we want to prepare them for the workforce and a career. The college preparation needs to begin earlier.

### **3. To increase College Placement Rates**

According to U.S Department Education, taking rigorous mathematics and science courses in high school appears to be especially important for low-income students. Low-income students who took algebra I and geometry were almost three times as likely to attend college as those who did not. Students who take rigorous mathematics and science courses are much more likely to go to college than those who do not. Mathematics achievement depends on the courses a student takes, not the type of school the student attends.

According to 2010 college placement rates, approximate 40% of Union County Public School (UCPS) graduates could not be placed in any four-year college, which indicates that many of the graduates are not ready for the rigors of college coursework and need to take remedial classes. We do not worry about these standardized tests because we will teach at a higher grade level. We have the philosophy that we should not teach to the tests. We should teach toward the standards and make sure that our students master them. PIT Academy's mission is to exceed the school district's SAT averages and the state's proficiency scores on mandated testing, as well as to achieve high college acceptance rates. Part of this plan is to provide intense, individualized instruction in math and information technologies. Our students will earn college credits. Some schools offer Advance Placement (AP) courses, but our goal is to exceed the number of credits that public schools can offer.

Today's generations have grown up with new technologies that were not known at all a decade ago. They live and multitask on a daily basis with popular IT tools such as quad-core PCs, Netbooks, iPods, Blackberries, iPhones, and wireless home networks. Moreover, given the current pace of innovations, soon all of those tools are likely to be replaced by new technologies. We believe that today's schools should make substantial use of these technological tools in educating our children and preparing them to be an integral part of a digital global society.

The founders of PIT Academy also believe that we should be educating our children not for today's job market or for the academic programs in today's colleges and universities,

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<sup>3</sup><http://www.dpi.state.nc.us/accountability/testing/>

but for those of at least five to ten years from now. The US Department of Labor predicts that virtually all IT jobs will continue to have excellent prospects, and it projects a much faster growth for the industry than average employment<sup>4</sup>. IT jobs rank in top 10 jobs in America with a projected growth of more than 100% within the next ten years. We strongly believe that PIT Academy will be a highly valuable alternative in quality education in Union County.

In another context, PIT Academy will offer area parents a choice for their children's education. Charter schools are schools of choice, where parents choose to send their children for their education. PIT Academy will provide a tuition-free alternative to the existing public schools with a strong educational STEM program focusing on mathematics and IT, thus preparing students for a successful higher education.

It is PIT Academy's goal to address needs of students in the targeted area in the most efficient and productive way possible, and thus play a supplemental role to the existing public school system. In this regard, PIT Academy will implement an innovative technology-integrated educational program that builds up a rigorous academic background in a nurturing, productive, safe, and disciplined learning environment. PIT Academy's innovative educational approach will allow the school to pursue its performance targets of exceeding the district's SAT averages, greatly surpassing the district's EOG and HSA proficiency test averages, and achieving high college acceptance rates.

PIT Academy students will experience intense and individualized instruction, especially in mathematics and IT, thus acquiring a strong academic background for a successful higher education. They will be provided opportunities for internships, projects, and science fairs to gain hands-on experience and also observe, firsthand, real-world applications of the concepts they learn in class. One-on-one tutoring and peer-study groups will also be available for students to further assist them in their studies. At PIT Academy, we will expose our children to a variety of perspectives by means of technology, and we will challenge our students with high quality math and science curricula.

The United States has entered into a significant national decline in the number of college graduates with STEM degrees. This downward trend is an issue of national importance as it affects the country's capacity to maintain a technological lead in critical skills and disciplines related to mathematics and science. The ability to compete in the increasingly internationalized stage will be hindered without college graduates with the ability to understand and invent cutting edge technologies in the decades to come. Foundational skills to succeed in STEM fields must be built in early grades. Mathematics and science skills are among the most essential skills for STEM fields. Indeed, a strong mathematics and science foundation is critical to succeed in college regardless of the field attained. Further, as we move towards a more technology-based and globalized world, the importance of mathematics and science for functioning in the society effectively is indisputable.

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<sup>4</sup> *Occupational Outlook Handbook, 2010-11 Edition* - <http://www.bls.gov/oco/>

PIT Academy aims to make a unique contribution to the education in Union County. The foundation of this Charter School is timely because in this Hi-Tech era, a new generation is interacting with technology and computers at very young ages. Therefore, the educational needs of these so-called “digital citizens” cannot be satisfied with the traditional methods that have been used over the years. American education is being bolstered by the increasing use of educational technology, greater accountability, and growing new partnerships between tech-savvy students and teachers according to a report released by the U.S. Department of Education<sup>5</sup>. "There is a new fervor in American education and a new creativity that's being driven in part by this generation of tech-savvy students," said former U.S. Secretary of Education Rod Paige. "We are already seeing some remarkable results, and I believe this trend bodes well for the future of our country." As the report noted, America's students are our ultimate constituents, and we need to listen to them. Hearing this message and understanding the needs of the “digital citizens”, PIT Academy will not only teach the technology but also integrate technology actively into instruction to improve student learning.

In a broader perspective, in line with the Obama Administration's support for charter schools, the US Department of Education has launched the “Race to the Top” program (\$1.35 billion for the program in his FY 2011 budget)<sup>6</sup> to expand and promote successful school models, such as Math and IT, across the nation.

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<sup>5</sup> U.S. Department Of Education Releases National Education Technology Plan - <http://www2.ed.gov/news/pressreleases/2005/01/01072005.html>

<sup>6</sup> Race to Top Fund - <http://www2.ed.gov/programs/racetothetop/index.html>

## **C. PURPOSES OF PROPOSED CHARTER SCHOOL**

State the relationship between the six legislated purposes, as specifically addressed in the NC charter school statute GS 115C-238.29A, and the proposed school's operations.

### **1. Improve student learning**

PIT Academy believes that learning rigorous math and technological developments in earlier grades is an advantage for 21st century children who will observe global competition in information technology careers. Thus, PIT Academy's educational focus will help students perform better in high school math and information technology courses which will, in turn, motivate our students to pursue technical careers in the future. The educational programs at PIT Academy will integrate technology in the learning process to encourage its students to be active learners. All of our students will experience the joy of learning math and information technologies with different and innovative techniques.

In addition, the PIT Academy faculty will use inquiry based instructional methods (i.e. project based learning, problem based learning, discovery learning) and strategies (i.e. indirect instruction) that enrich learning environment and enhance critical thinking skills of students rather than the traditional teaching methods (i.e. merely direct instruction). The following list outlines and summarizes the instructional methods and strategies that will be utilized by the PIT Academy faculty.

**Integration of Technology into Curriculum:** PIT Academy will not only teach IT curriculum but also integrate IT methods into regular curriculum. Technology will contribute to student learning through involvement with authentic, challenging tasks and creation of a culture that supports learning both in the classroom and beyond the school walls. Concrete lesson outline samples for these applications can be found in the Education Plan section.

**Constructivist Learning:** The modern constructivist concepts of learning emphasize the students' responsibility for their own learning and their active role in seeking and using information. The role of the teacher changes from being an information-transmitter into being an instructor who guides the students.

**Multi-sensory approach to learning:** Students will be provided with opportunities to learn through auditory, visual, tactile, and kinesthetic activities. Students will be guided through the process of determining which learning style is best suited to their needs.

**Assessments and Data Driven Instruction:** Alternative forms of assessments provide more complete information about what students have learned and are able to do with their knowledge. Furthermore, it gives detailed and immediate necessary corrective feedback to students about the quality of their learning than traditional multiple-choice tests. Using alternative assessment, PIT Academy faculty will be able to capture how

students think, reason, and apply their learning, rather than merely having students "tell" the exact ways to perform a task or carry out a procedure. Some of these alternative methods are described below:

- **Portfolio assessment:** The collection and evaluation of a carefully chosen selection of students' work. The number and types of selections included in a portfolio may vary, but are typically agreed upon by the teacher and student for the purpose of representing what that student has learned.
- **Authentic assessment:** A method of obtaining information about students' understanding in a context that reflects realistic situations, and that challenges students to use what they have learned in class in an authentic context.
- **Performance assessment:** Presenting students with a task, project, or investigation, and then evaluating the products to assess what students actually know and can do.
- **Peer Tutoring, Mentoring:** Schools may use peer pressure as a positive tool. At PIT Academy, high school students will tutor elementary and middle school students in core areas under the supervision of the PIT Academy faculty. This approach is similar to the Breakthrough Collaborative program (<http://www.breakthroughcollaborative.org>) where students teach students.
- **Teachers as Homeroom Advisors:** The middle school students will be assigned a homeroom teacher who will act as an advisor, helper, and immediate guide for the student.

**2. Increase learning opportunities with high expectations for all students, with special emphasis on expanded learning experiences for students who are identified as at risk of academic failure or academically gifted.**

PIT Academy will employ latest research and best practices in its instructional approach to daily offerings of learning opportunities for all students. Educational theories, such as Gardner's Multiple Intelligence Theory and alike, will be the guiding principles to serve different learning styles and at-risk student groups. Our instructional practices will include, but not limited to, one-and-one instruction to students, groupings, pacing guides and projects to expand learning experiences to everyone.

One of the major goals of PIT Academy is to apply innovative instruction techniques to the education environment that will positively affect learning of both academically at risk and academically gifted students. To achieve this goal, PIT Academy will employ educational technology, not only in IT classes, but also in all subject areas of regular curriculum. These techniques include visual tools such as smart boards in classroom and online tools, which extend learning opportunities and make learning tools accessible to everyone. For example, at the beginning of the school year, the school will conduct multiple intelligence test on students; accordingly, teachers will customize their instructional delivery depending on their students' academic needs. Detailed examples of such technologies are given in the educational plan section of the proposal.

There are several theoretical and empirical evidence based studies that prove learning enhancement for at-risk students can be achieved by using instructional technologies. Technology helps students to perform more complex tasks, which then raises the student instinct motivation. The integration of such technologies into education at large public schools is a great challenge due to the size. However for a small sized school like PIT Academy this will be less of an issue.

Furthermore, PIT Academy will try to enhance and extend student learning with free and proper extended educational programs through after school and weekend activities. In addition to the regular education program during the day, PIT Academy will endeavor to organize individual tutoring, group tutoring, after school activities, including but not limited to science clubs, robotics, cyber security, future city projects, and various math competition, and student organizations. To realize these goals, working schedules of PIT Academy faculty and staff will be modified and these will become a part of the employment contract.

### **3. Encourage the use of different and innovative teaching methods**

Application of aforementioned instructional technological methods at PIT Academy will be different and innovative in comparison to traditional public schools. Traditional education methods have been successful to bring us to this era of information and technology. On the other hand, when designing new educational methods, it is important to realize the difference between us, i.e. parents and educators, and our students. We are adopting ourselves to the technology as we are growing; however the new generation is born into digital age settings environment. PIT Academy aims to tailor the instruction for the needs of students of the 21<sup>st</sup> century.

### **4. Create new professional opportunities for teachers, including the opportunities to be responsible for the learning program at the school site**

PIT Academy wants to be an example charter school by allowing its teachers flexibility to determine their teaching methods, thus not strictly attaching them to strict rules and regulations. In this context, teachers within their departments, grade levels, or teams will have authority to modify the learning program, as long as it is consistent with the school's mission. The following and other similar ideas and concepts will ensure that PIT Academy's faculty has new professional opportunities to advance and be responsible for the learning program:

- Curriculum Development Committee (CDC) will be created and consisted of the members of school administrators, teachers and parents. Teachers' feedback and direct involvement to the curriculum decisions and changes will be strongly encouraged.
- School Improvement Committee (SIC) will be created to include teachers, as well as parents and administrators. SIC will help with the accreditation process and will

make recommendations to the Principal in regards to the learning program or other aspects of the school.

- Successful teachers will be designated as department chairs, team leaders, or such after the first year.
- Departments will formed when a subject area has three or more teachers and departmentalized structure will be encouraged in order to support teachers in each subject area.
- Evaluation of the teaching staff will include components that assess the faculty disposition about taking responsibility for the learning program at the school site.
- Faculty will be requested to attend the Board of Directors meetings at least twice a year.
- Department meetings and faculty meetings will be designed and implemented to facilitate sharing resources and ideas. Daily school schedule will enable teachers to discuss ideas, as well as present them to other faculty at their common planning time.
- PIT Academy will provide its teachers with workshops that are great opportunities to participate in high-quality professional development. The design of these workshops will be mainly related to use of technology in classrooms, classroom management, and effective teaching strategies. The design will promote increased cooperation within PIT Academy faculty who needed to ensure academic success for all students.

**5. Provide parents and students with expanded choices in the types of educational opportunities that are available within the public school system; variety of electives, technology education, physical education, art, etc.**

While aiming at meeting and exceeding NC state-required course standards and Federal No Child Left Behind Act requirements in pertaining all applicable subject areas and grades, PIT Academy will offer an IT-focused curriculum with multiple track options. The students will be guided to choose an appropriate IT curriculum depending on their interests and goals. This will give a choice to Union County youth to get a strong education in math and information technology. Graduates of PIT Academy will be able use this background to their advantage while applying for college programs in the fields of technology, natural sciences, and engineering.

Additionally, the following educational opportunities, similar to some offerings of Union County Public Schools, will also be available for parents and students at PIT Academy

- Strong mathematics, and technology focused curriculum
- Open enrollment which accepts all students around the district.
- Small class size and low teacher-to-child ratio
- Compliance with federal and state regulations (e.g. Title 1).
- Facilities, such as science lab, biology lab, computer lab, gymnasium, auditorium, and designated spaces for specialized professionals

- Miscellaneous community projects such as field trips, guest speakers from institutions, and site visits.
- College credits and advanced programs
- Extended weekend and summer programs,
- Before and after school programs
- Project-based programs with dedicated staff,
- Student clubs (e.g., chess clubs, table tennis clubs, language clubs) and
- Home visits, parent volunteering, newsletters, Free tutoring

**6. Hold the schools established under this Part accountable for meeting measurable student achievement results, and provide the schools with a method to change from rule based to performance based accountability systems**

PIT Academy Board of Directors will be enforcing three levels of accountability in and about the school operations and management:

- School's Academic Performance (state and national targets per NCLB)
- School's non-academic performance: School safety, staff and teacher retention, parent involvement, students participation in community projects, extracurricular activities etc.)
- Financial Stability: This is the accountability of the Board of Directors

PIT Academy, by law, is subject to performance based accountability through the accomplishment of set goals such as End of Grade (EOG) tests, End of Course (EOC) tests, SAT, and graduation rates. PIT Academy will be following NCDPI's ABC's accountability program. PIT Academy's aim is to outperform comparable schools in the Union County Public Schools in all of these measures. Similar accountability systems will be used for the IT curriculum.

PIT Academy is also subject to performance based accountability before the parents and students by being a school of choice. In this category, student and parental satisfaction rates will be the measure of success. Parent and student satisfaction will be measured by annual satisfaction surveys. Results of the surveys will be reported to the Board of Directors in a public meeting and they will be used to better understand and improve the areas of concern.

Additionally, PIT Academy is subject to financial accountability through the use of the allocated funds for its programs. Annual audits will be publicized by the Board of Directors to inform the public of the financial performance of the school. PIT Academy will craft a sound and balanced annual budget and will enact policy that requires adherence to balanced budget.

**D. EDUCATIONAL FOCUS**

Describe briefly, limited to one page, the focus of the proposed charter school. This description will be used in public releases of information to interested parties, such as:

the media, the State Board of Education, parents, school systems, and in various documents produced by the Office of Charter Schools. It must be concise and relate directly to the mission of the school.

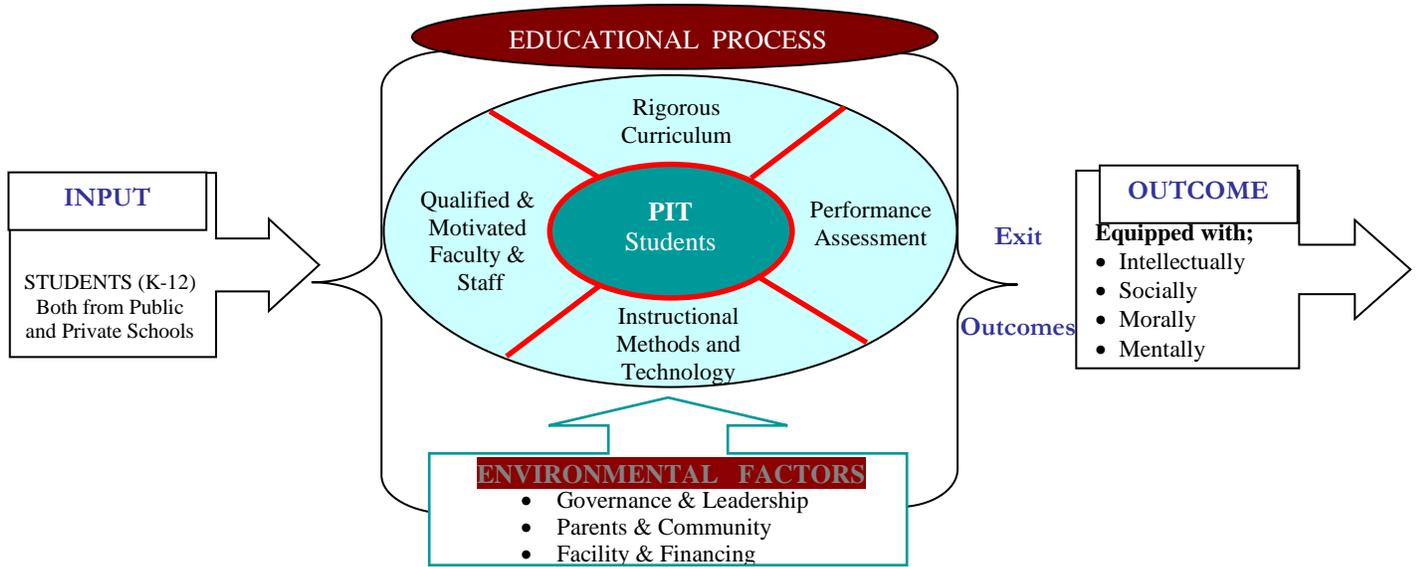
PIT Academy will be a K-12 college-prep mathematics and information technologies focused charter school in Union County, NC. The mission of PIT Academy reflects the ever-increasing role of computers and technology in today's world and strives to provide a unique opportunity for Union County youth to pursue professional careers as well as college education in the field of information technologies, natural sciences, and engineering.

Today's generation lives and multitasks on a daily basis with popular IT tools such as quad-core PCs, Netbooks, iPods, Blackberries, iPhones, and wireless home networks. Moreover, all of those tools are soon likely to be replaced by new technologies with the current pace of innovations. We believe that today's schools should make substantial use of these technological tools in educating our children and preparing them to be an integral part of a digital global society.

We also believe that our schools should prepare our children not only for today's job market or for academic programs in today's colleges and universities, but also for those of at least five to ten years from now. In order to achieve this goal, PIT Academy will start not only integrating cutting edge technology with learning in all classes but also teaching computer skills as early as kindergarten. Empowering both students and teacher with educational technology will enhance academic progress by helping students at risk to close the gap and high achiever students to be challenged more to expand their potential.

PIT Academy will create a collaborative environment among the stake holders; namely the students, parents, staff, and community members. Communication is a vital component of this collaboration. The school will utilize all tools necessary including, but not limited to, a website and a student information system updated on a regular basis, home visits, and meetings to create and sustain effective communication channels.

Recognizing that educational success will be realized only when the essential student-teacher-parent triad functions in harmony, the PIT Academy will provide our youth with the support necessary to reach their highest intellectual, social, emotional, and physical potential. This mission requires vision and innovation, as revealed in the educational process design explained below:



## IV. GOVERNANCE

**NOTE:** Please answer all sections completely. Do not use “same as LEA” or “whatever the law states”. Lack of proper documentation will jeopardize the application review.

### **A. PRIVATE NONPROFIT CORPORATION (G.S.115C-238.29E)**

The nonprofit corporation must be officially authorized by the NC Secretary of State by the final approval interview date.

**Name of Private Nonprofit:** Piedmont IT Academy

**Mailing Address:** 511 Cameron Walk Ct., Apt. 301

**City/State/Zip:** Charlotte, NC 28217

**Street Address:** 511 Cameron Walk Ct., Apt. 301, Charlotte, NC 28217

**Email:** adem332@gmail.com

**Phone:** (704) 737-3309

**Fax:** (704) 750-0545

#### **Name of registered agent and address:**

Adem Kaya  
511 Cameron Walk Ct., Apt. 301  
Charlotte, NC 28217

**FEDERAL TAX ID:** 27-1936470

### **B. TAX-EXEMPT STATUS (501 (c)(3))(G.S.115C-238.29B(b)(3))**

The private nonprofit listed as the responsible organization for the proposed charter school has 501

(c)(3) status:

- Yes (copy of letter from federal government attached)  
 No

Note: The tax-exempt status must be obtained from the Internal Revenue Service within twenty-four (24) months of the date the Charter Application is given final approval.  
(G.S.115C-238.29E(b))

**An application for 501(c)(3) tax-exempt status will be submitted immediately following the final approval of Piedmont IT Academy's charter school application by the NC State Board of Education.**

**C. ORGANIZATIONAL STRUCTURE OF PRIVATE NONPROFIT**(GS 115C-238.29B(b)(3); GS 115C-238.29E(d))

The private nonprofit corporation is the legal entity that has responsibility for all aspects of the proposed charter school. Its members should reflect the ability to operate a charter school from both business and education perspectives.

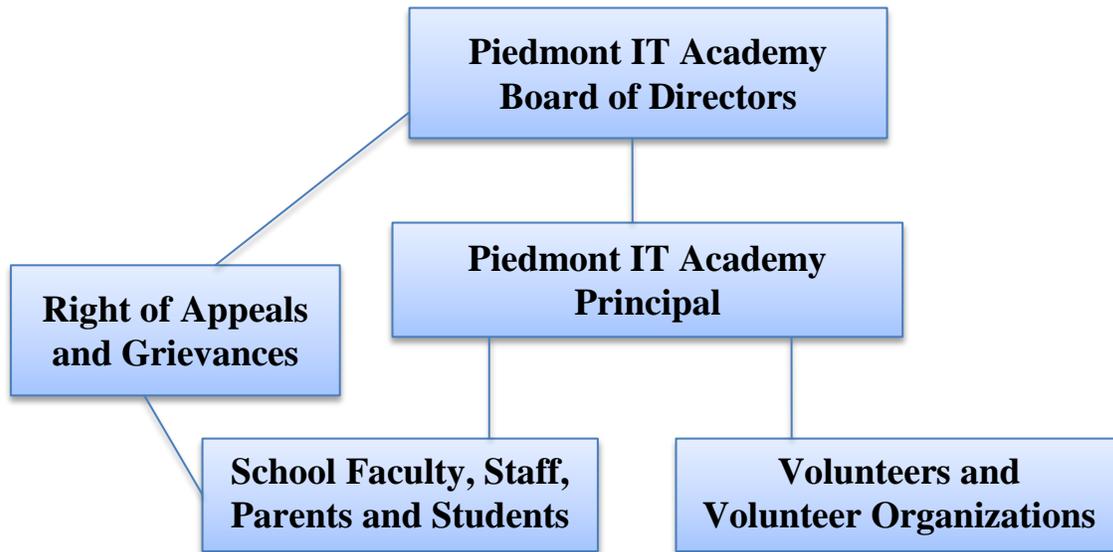
**Please provide the following in this location of the APPLICATION: (Do not include as an appendices.)**

1. A well-defined organizational chart showing the relationship of the Board of Directors to the administrative staff of the proposed charter school. This chart should also include lines of authority to and from any outside entity that will play a role in managing the charter school.
2. A one-page resume for each member of the board of directors highlighting his or her experiences over the past ten or more years.
3. The proposed by-laws, which must include a Conflict of Interest Policy for board members and a stated commitment to the NC Open Meetings Law. (*G.S.143.318.9 et seq*)
4. A copy of the articles of incorporation. While the statute does not require the applicant to have acquired corporate status in order to apply, that status must be acquired prior to receive a charter. Accordingly, if the applicant does not yet have corporate documents filed with the Secretary of State, it should demonstrate that it is prepared to do so in the near future.
5. A description of the governing board's functions, duties, roles and responsibilities as it relates to overseeing the charter school and its mission.
6. Explain the decision-making processes the board will use to develop school policies.
7. Describe the organization's performance-based goals for the charter school. Organizational goals and measurable objectives should describe and measure the effectiveness and viability of the organization.
8. Describe how the governing board will ensure that current and future board members avoid conflicts of interest.

**Each of these questions is addressed starting with the following page.**

## 1. Organizational Chart

The organizational chart of Piedmont IT Academy is given below. A Board of Directors will govern PIT Academy. The Board will hire a Principal, and the Principal will oversee daily operations of the school. The Principal will coordinate the faculty, staff, students, parents, volunteers, and volunteer organizations.



Organizational Chart of Piedmont IT Academy

## 2. List of the Board of Directors and Their One-Page Resumes

The list of the Board of Directors and their resumes are given below:

### 1. Kenan Caglar

**Present Occupation:** Vice President, Wells-Fargo (Wachovia) Corporation, Charlotte, NC

**Address:** 12018 Dolomite Drive, Pineville, NC 28134

**Phone:** 704-491-9570

**e-mail:** [kenan@usa.com](mailto:kenan@usa.com)

### 2. Carlton L. Cammon

**Present Occupation:** Internal Auditor, Compass Group, Americas Division, Charlotte, NC

**Address:** 12843 Spirit Bound Way, Charlotte, NC 28273

**Phone:** (704) 299-1050

**e-mail:** [carlton.cammon@gmail.com](mailto:carlton.cammon@gmail.com)

**3. Jordan Fish**

**Present Occupation:** Home Department Manager, Anthropologie, Charlotte, NC

**Address:** 4300 Sharon Rd Unit 205, Charlotte, NC 28211

**Phone:** (704) 778-0007

**e-mail:** [JordanSapan@gmail.com](mailto:JordanSapan@gmail.com)

**4. Adem Kaya(PRIMARY CONTACT)**

**Present Occupation:** Owner, Head Wrestling Coach, Champions Wrestling School, Charlotte, NC

**Address:** 7125 Marcel Lane # 638 Charlotte, NC 28226

**Phone:** (704)-737-3309

**e-mail:** [adem332@gmail.com](mailto:adem332@gmail.com)

**5. Amela Mekic**

**Present Occupation:** Home Maker

**Address:** 5006 Downing Creek Road Charlotte, NC 28269

**Phone:** (610) 462-8268

**e-mail:** [i.mekic@hotmail.com](mailto:i.mekic@hotmail.com)

**6. Gary L. Lebby, PhD**

**Present Occupation:** Professor and Director of Machine Intelligence, Department of Electrical Engineering, Greensboro, NC

**Address:** North Carolina A&T State University, MCNAIR HALL, Greensboro, NC 27411

**Phone:** (910) 334 7761

**e-mail:** [lebby@ncat.edu](mailto:lebby@ncat.edu)

**7. Alper Tekten**

**Present Occupation:** Assistant Principal, Triad Math and Science Academy, Greensboro NC

**Address:** 10 Cedar Knoll Dr. Greensboro NC 27407

**Phone:** (678) 677-2348

**e-mail:** [alpertekten@hotmail.com](mailto:alpertekten@hotmail.com)

One page resumes for the PIT Academy's Board Members are given starting with the following page.

# Kenan Caglar

12018 Dolomite Drive • Pineville, NC 28134 • kenan@usa.com • 704-491-9570

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## TECHNOLOGY DELIVERY MANAGER

Solutions-oriented support supervisor with success directing a group of technology support personnel with planning, implementation and direct support of multiple corporate IT initiatives to meet lines of business objectives.

- ◆ Track record of increasing responsibility in server infrastructure support, managing personnel, systems design and deployment, and full lifecycle project management.
- ◆ Demonstrated capacity to perform in a highly demanding environment, dealing with a diverse set of personalities and skill set levels.
- ◆ Hands-on experience leading all stages of server infrastructure and application deployment efforts, including requirements definition, design, architecture, testing, and support.
- ◆ Significant leadership abilities and experience; able to coordinate and direct all phases of both project-based and day-to-day support efforts while managing, motivating, and leading teams.
- ◆ Adept at developing effective policies and procedures, project documentation and milestones, and technical/business specifications.

## PROFESSIONAL EXPERIENCE

Wachovia Corporation, Charlotte, North Carolina

**VP, Open Systems Server Delivery**

12/2004 –

Present

**Senior Unix Systems Administrator**

5/2000 –

12/2004

First Union Corporation, Richmond, Virginia

4/1997 – 5/2000

**Supervisor, Trading Floor Support**

## EDUCATION AND CREDENTIALS

**Bachelor of Science Degree in Business Administration**

UNIVERSITY OF MARMARA – Istanbul, Turkey

**Certificate, Information Systems**

VIRGINIA COMMONWEALTH UNIVERSITY

GRADUATE SCHOOL OF BUSINESS – Richmond, Virginia

# Carlton L. Cammon

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12843 SPIRIT BOUND WAY • CHARLOTTE, NORTH CAROLINA 28273 • 704-299-1050  
•carlton.cammon@gmail.com

**EXPERIENCE:**

**02/00 - Present** COMPASS GROUP, AMERICAS DIVISION (CONTRACT FOODSERVICE)  
CHARLOTTE, NORTH CAROLINA

*Internal Auditor (07/03 – Present)*  
*Bank Reconciliation Supervisor (02/00 – 07/03)*

**03/99 - 11/99** DELOITTE CONSULTING (MANAGEMENT CONSULTING)  
CHADDS FORD, PENNSYLVANIA

*Information Technology Contractor*

**06/97 – 03/99** ONYX SERVICES (CONTRACT FOODSERVICE)  
CHADDS FORD, PENNSYLVANIA  
*Director of Client Services*

**11/96 - 06/97** CONCESSIONS INTERNATIONAL (CONTRACT FOODSERVICE)  
ATLANTA, GEORGIA  
*Director, Information Systems*

**05/94 - 11/96** FINE HOST CORPORATION (CONTRACT FOODSERVICE)  
GREENWICH, CONNECTICUT

*Network Administration Manager (11/95 - 11/96)*  
*Senior Accountant (05/94 - 11/95)*

**01/91 - 05/94** IVF AMERICA, INC. (HEALTHCARE SERVICES)  
PURCHASE, NEW YORK

*Financial Assistant*

**EDUCATION:**PFEIFFER UNIVERSITY

Misenheimer, North Carolina

*Bachelor of Science, Business Administration*

*Bachelor of Science, Management Information Systems*

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Charlotte, North Carolina

*Enrolled in Masters of Accountancy Program*

**SKILLS/TRAINING:** Microsoft Office Suite, SAP Financial, ReconNet (proprietary reconciliation database application), Developing Dynamic Leadership I, Diversity: Power of Many, Spirit of One. Knowledge of Hewlett Packard NetServer and Compaq Proliant Server products running Novell and NT in a networked environment, Cheyenne Netware ServerSuite, Citrix Winframe, MacOS, Windows (all versions). Member of the Institute of Internal Auditors (IIA).

**AWARDS:** Compass Group 2002 Corporate Associate of the Year, Compass Group November 2001 Associate of the Month

# Jordan Fish

4300 Sharon Rd Unit 205, Charlotte, NC 28211 • (704) 778-0007 • JordanSapan@gmail.com

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## Experience

Anthropologie, Charlotte, NC 10/08 – Present  
**Home Department Manager**

Continuously motivates associates to meet sales goals through positive reinforcement and store meetings. Develops different merchandising standards to improve profitability. Provide business reports and manage payroll. Interview and train new employees. Ensures strong customer relationships with excellent employee morale to better improve business. Maintain frequent communication with corporate to ensure the best business procedures are being enforced. Consistently meet monthly and quarterly sales goals.

J.Crew, Charlotte, NC 2/07 – 10/08  
**Visual Merchandiser**

Results-oriented Fashion Industry Professional with record turning around an organization ensuring survival and growth during economic downturns. Proven leadership capabilities in revitalizing and launching products, devising effective advertising campaigns, and remerchandising for maximum profitability. Ensures a team atmosphere and positive employee relations. Created window displays, oversee rollout procedures, style mannequins and ensure product detailing. Create floor plans for \$9 million store. Promoted quickly, 3 times within 2 years.

E.Gluck Corp., Charlotte, NC 10/04 – 07/07  
**Vendor Representative**

Stabilized sales in a declining market by renovating store locations, implementing retail education for sales staff, initiating a new client basis and growing a positive company image. Improved merchandising strategies and service quality. Fostered and maintained strong communications and business relations with all suppliers. Visit stores to ensure maximum profitability and merchandising standards. Oversaw brands such as: *Anne Klein, Armitron, Nine West, and Warner Bros.*

## Education and Credentials

The Art Institute of Charlotte, Charlotte, NC  
 Bachelor of Arts degree in Fashion Marketing & Management, September 2007; GPA 3.8

Presidents Award, NY Fashion Week, Charleston Fashion Week, Italy

Nuova Accademia Di Belle Arti, Milan, Italy  
 Fashion Marketing & Management, September 2006  
 International fashion experience in Europe.

# ADEM KAYA

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7125 Marcel Lane # 638, Charlotte, NC 28226 Phone: (704)-737-3309 adem332@gmail.com

## WORK EXPERIENCE & ACHIEVEMENTS

### Owner, Head Wrestling Coach

Champions Wrestling School, Charlotte, NC Jan 2008-Current)

### Asst. Sales & Marketing Manager, Sales and Marketing

Turmar Marble Systems Inc. Charlotte, NC,USA, (Jan 2008- Jan 2009)

### Sales & Marketing Coordinator, Sales and Marketing

Turmar Natural Stone and Tile Inc, Charlotte, NC, USA, (May 2007 –Jan 2008)

### Field Marketing Specialist, Marketing

IRWIN Industrial Tools of Newell Rubbermaid, Charlotte, NC USA, (Oct 2005 – May 2007)

### Field Sales Representative, Sales, Home Depot Division

Newell Rubbermaid, Raleigh, NC, USA, (Feb 2004- Oct 2005)

### Sports Event Marketing Manager, Event Marketing

Newell Rubbermaid, Chapel Hill, NC USA, (June 2003 –Feb 2004 )

### Assistant Wrestling Coach

University of North Carolina, Chapel Hill, NC, USA, (January 2002- August 2004)

### Assistant Wrestling Coach

Lock Haven University of Pennsylvania, PA (September 2000 – January 2002)

## EDUCATION

- Master of Business Administration, Pfeiffer University, Charlotte, NC, May 2009
- Bachelor of Science – Gazi University in Ankara, Turkey, awarded in 1997

### Technical Skill:

- Advance level of Microsoft Office ( Word, Excel, Access, Power Point and Outlook)
- Completed the Professional Sales& Marketing Training Program by William & Associates, considered to be one of the best sales and marketing training companies in the country.

## HONORS & RECOGNITION

Turkish National Wrestler for 10 years (1990 -2000)

- Five Time Turkish National Champion ( 3 senior, 2 junior)
- Bronze Medalist at Good Will Games 1998
- Silver Medalist at University World Championship 1997
- Bronze Medalist at World Cup in 1997 and 1995
- Gold Medalist at Junior World Championship 1991
- Participated in over 25 Major Tournaments throughout the world
- National Team Captain for five years

## **A M E L A M E K I C**

5006 Downing Creek Road, Charlotte, NC 28269  
(610) 462-8168 • email address

### **PROFESSIONAL EXPERIENCE**

#### **Angel Helpers • Bethlehem, PA• 2009-2011**

Angel Helpers® Home care is a non-medical service providing supervised quality care in the home for those who are elderly, physically or mentally impaired.

#### **Nurse**

- Provided assistance to seniors and adults with special needs with all activities of daily living.
- Worked with health care professionals to help the clients.

#### **Weichert Real Estate • Bethlehem, PA• 2005-2009**

Weichert®, one of the largest independently-owned providers of real estate services in the U.S.

#### **Real Estate Agent**

- Helped clients determine the value of property they want to sell.
- Prepared market analysis statistics.
- Provided tips to help sellers stage property so that it will appeal to buyers.
- Advertised listed property to other Realtors and potential buyers.
- Hosted open house events.
- Negotiated contracts with buyers and/or agents acting on their behalf.
- Facilitated the closing process on behalf of clients

#### **Azurnost Accounting • Sarajevo, Bosnia and Herzegovina• 1990-1993**

Azurnost provides accounting and audit services to small businesses and individuals.

#### **Accountant**

- Kept financial records, making sure the appropriate taxes are paid by deadlines.
- Oversaw efficient use of funds and related tasks.
- Worked with individuals, major corporations and/or small businesses.

### **EDUCATION**

- Northampton Community College • Bethlehem, Pa (2001-2003)
  - Professional Development Courses
- University of Sarajevo • Sarajevo, Bosnia and Herzegovina (1985-1990)
  - B.S. in Economics

### **COMMUNITY INVOLVEMENT**

- Volunteer at Catholic Social Agency (Allenton, PA)

## Gary L. Lebby

Professor and Director of Machine Intelligence

Department of Electrical Engineering, North Carolina A&T State University

Phone: (910) 334 7761; Fax: (910) 334-7716 E-mail: lebby@ncat.edu

### EDUCATION:

- Ph.D. Electrical and Computer Engineering, 1985, Clemson University, Spec. Power Systems Modeling and Artificial Intelligence, Clemson, South Carolina.
- M.S. Physics, 1982, University of South Carolina, Spec. Software Simulations and Modeling of Optical Systems, Columbia, South Carolina.
- B.S. Physics, 1980, University of South Carolina, Columbia, South Carolina.  
Mathematics, 1980, University of South Carolina Columbia, South Carolina.
- B.S. Minor Computer Science, 1980, University of South Carolina, Columbia, South Carolina.

### EXPERIENCE:

- 2/99 – Present Research Professor, Department of Electrical Engineering - Chair of Research Excellence, North Carolina A&T State University, Greensboro, North Carolina.
- 6/96 – 2/99 Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 1/95 – 1/99 Chairperson, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 2/94 -1/95 Interim Chairperson, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 5/92 – 5/96 Associate Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 8/92 – 1/96 Area Director for Power Systems and Controls, Department of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 1/86 - 4/92 Assistant Professor of Electrical Engineering, North Carolina A&T State University, Greensboro, North Carolina.
- 8/82 - 8/85 Research Associate, Clemson University Electric Power Research Association - Modeling southeastern utilities power system load transients. Clemson, South Carolina.
- 8/82 – 8/85 Research Associate, J. F. Leathrum, Chair of Software Engineering – Theoretic Software Physics and Proof of correctness of a military-grade ADA Compiler. Clemson, South Carolina.
- 5/83 - 8/83 Telecommunications and Software Engineer, Operations Management, South Carolina Electric & Gas Company - Installation and maintenance of computer data links for the Columbia and Charleston computer data links. Columbia, South Carolina.
- 12/80 - 5/82 Graduate Researcher - Digitally simulated holograms University of South Carolina Vision Research Group, Columbia, South Carolina.
- 5/80 - 8/80 Engineering Trainee - Detector Logic Circuit Design, Real-time Hardware/Software Integration and System Simulation Design, Fermi National Accelerator Laboratory, Botavia, Illinois.
- 5/84 SCE&G Company, Inc., Coordinated the installation of the GENESIS Power System Load Modeling Software on the IBM 3081 Mainframe at the Load Management Site. Columbia, South Carolina.

### RESEARCH:

- *Minority Institution Technology Support Services-II (DISA-MITSS II)*, Defense Information Systems Agency. Funding: \$3,200,000. 2005 - 2009.
- *Minority Institution Technology Support Services (DISA-MITSS)*, Defense Information Systems Agency. Funding: \$24,000,000. 1999-2004.
- *15 More available upon request*

### PUBLICATIONS AND PRESENTATIONS:

Over 46 publications

## **ALPER TEK TEN**

10 Cedar Knoll Dr. Greensboro NC 27407 | (678) 677-2348 | alpertekten@hotmail.com

### **EDUCATION**

- ❖ Bogazici University, Istanbul, TURKEY  
B.S. in Math 2005
- ❖ Georgia Institute of Technology  
Professional Development and Business English 2006
- ❖ Michigan State University  
Connected Mathematics Project 2 Training June 2007
- ❖ Georgia Teaching License  
Mathematics 6-12 2007
- ❖ Differentiated Teaching for Talented and Gifted Students  
Training in Fulton Science Academy 2007

### **AWARDS**

Ediff May Sliffe National Math Teacher Award, AMC January 2008

### **EXPERIENCE**

#### **Triad Math and Science Academy, Greensboro NC**

Assistant Principal July 2008 – Present

Supervising academics and discipline in the school. Managing schools network system, website, interactive parent-teacher platform, and student data services.

#### **Fulton Science Academy, Alpharetta GA**

Math Teacher August 2007 – June 2008

Taught math to below, on, and advanced level students using CMP and CPM

Coached Math Olympiad Team, Future City Design Team and Science Olympiad Team

#### **Fulton Science Academy, Alpharetta GA**

Teaching and Administrative Intern May 2006 – June 2007

Taught math classes and received training in academics and discipline parts of administration.

#### **Charter School Consulting**

Charter School Application and Establishment Consultant January 2006 – Present

Consulted several charter schools during their application process and start up in GA, FL, TN, SC, DE, and NC

### **3. Proposed By-laws, Conflict of Interest Policy and Stated Commitment to NC Open Meetings Law**

The proposed bylaws are presented below. The Conflict of Interest Policy for Board members is included in Article IV, Section 14 and the stated commitment to NC Open Meetings Law is included in Article VII, Section 6 of the proposed by-laws.

#### **ARTICLE I: NAME**

##### **Section 1: Name**

The name of the nonprofit corporation is PIEDMONT IT ACADEMY (sometimes referred herein as “The Corporation”).

##### **Section 2: Principal Office and Registered Agent**

The principal office of the Corporation is located in the City of Charlotte in the State of North Carolina. The street address of the registered office of the Corporation is 511 CAMERON WALK COURT APT. 301, CHARLOTTE NC 28217 and the registered agent at such address is ADEM KAYA.

#### **ARTICLE II: PURPOSE**

##### **Section 1: Purpose**

The purpose of the Corporation is to apply for, establish, and govern a charter school under North Carolina Statutes and to pursue related educational endeavors.

#### **ARTICLE III: MEMBERSHIP**

##### **Section 1: Membership**

The corporation shall have no members.

#### **ARTICLE IV: BOARD OF DIRECTORS**

##### **Section 1: Powers**

The activities, affairs and business of the Corporation shall be conducted by or under the direction of the Board of Directors (referred to herein as the “Board”).

##### **Section 2: Mission**

The mission of the Board of Directors is to make policy decisions regarding the operation of the Corporation and to provide it with oversight rather than day-to-day management of operations.

##### **Section 3: Number, Qualifications, Election and Tenure**

a) The number of persons constituting the Board of Directors who have voting authority shall be at minimum five and maximum nine.

- b)** A person needs to be at least twenty-one (21) years old and in good standing to be qualified as a Director;
- c)** Election procedures to the Board of Directors are outlined as follows:
- Nominations may be made by any Board member;
  - Self-nominations are also acceptable;
  - Vote to be taken publicly by show of hands;
  - A nominee is declared a Director as long as he/she receives the votes of the majority of the Directors.
- d)** Directors shall serve for a term of two years or until their successors are elected. A Director may be removed by a majority vote of the Board at any Board meeting. In order to be re-elected, a Director can be nominated by a Board member similar to any other nominee.
- e)** Only applicable to the inception phase of the school, the two year term for each Director shall start with the first day of the school in operation should the School is given final approval by the NC State Board of Education.

#### **Section 4: Duties**

The Board is committed to the education of all students to the best of their individual abilities; to a constant awareness of the concerns and desires of the community regarding the quality and performance of the School with the Board assuming an educational leadership role; and to the employment of school personnel who, under the direction of the Principal, will see that the school maintains an outstanding position and will carry out the policies of the Board with imagination and dedication.

Additionally, the Board's specific policy and direction goals are:

- To interpret the education needs and aspirations of the community through the formulation of policies which stimulate the learner and the learning process;
- To govern the school in accordance with federal and state laws;
- To provide leadership in order to carry out the goals and objectives of the school effectively;
- To facilitate communication with the community served by the school
- To develop and provide the data appropriate for the management functions of planning, evaluating, organizing, controlling and executing.

Board members will look to the future more clearly than is required of the average citizen. The results of many of the decisions and actions of the Board may not be realized at once, but will set the course of education for future years. The Board should fearlessly support those educational philosophies and procedures needed to promote proper education for this community based upon the needs of the pupil population.

In addition,

- Directors shall meet at such times and places as required by these by-laws.
- The Board may consider a Director with three consecutive un-excused absences

from regular meetings as having resigned.

- Directors shall register their home/business address, home/office/cellular phone numbers and e-mail addresses with the Secretary of the School.

### **Section 5: Meeting Procedures**

All meetings of the Board shall be open to the public, including the news media, except when permitted or required by law to be closed. Visual and sound recordings shall be permitted during open meetings. The President of the Board shall preside at Board meetings and shall rule on questions of order. In the absence of the President, the Vice President shall preside. In the absence of both the President and Vice President, the attending members shall elect one of their numbers to preside. Meetings of the Board shall be formal enough to allow for the orderly conduct of business but informal enough to encourage free discussion among Board members and to promote group thinking and action.

### **Section 6: Meeting Schedule**

The Board annually shall adopt a schedule for the upcoming year stating the date, time and place of its regular meetings. The meeting schedule shall be posted in a prominent place at the School's administration building and at any other locations where such scheduled meetings will be held. Electronic and other means of informing the public about the Board meetings shall be used where feasible. Any scheduled meeting may be cancelled, postponed or adjourned.

### **Section 7: Regular Meetings**

Unless otherwise specified in the schedule or changed in a manner allowed by law, the Board's regular meetings shall be held regularly on the dates that will be publicized by the Board. The schedule shall call for the meetings to be held at the School's administration building. The board's regular meetings are legislative in nature. This is where most of the Board's formal actions are taken.

### **Section 8: Special or Called Meetings**

The board shall follow the North Carolina Open Meetings Law, Article 33C of Chapter 143 of the North Carolina General Statutes.

### **Section 9: Emergency Meetings**

When special circumstances occur and are so declared by the Board, the Board may meet on less than 24 hours' notice. Board members and the public shall be given as much notice of the meeting and subjects expected to be considered as is reasonable under the circumstances, including the posting of a written notice at the place of regular meetings. The minutes of the meeting shall reflect the reason for holding the meeting on the less than 24 hours' notice and the nature of the notice given.

### **Section 10: Quorum**

A majority of the Board members having voting authority and currently in office shall constitute a quorum for the transaction of business. Majority shall be more than 50% of

the Board members. If a quorum is not present at the time and place of any meeting, the Directors present shall adjourn the meeting until a quorum shall be present.

### **Section 11: Voting**

Except as otherwise expressly provided by statute, or by the Charter of the Corporation, or by these by-laws, the action of a majority of the Directors present at a meeting in which there is a quorum shall be the action of the Board of Directors.

### **Section 12: Resignation of Directors**

A Director may resign at any time by giving notice in writing to the President or Secretary of the Corporation. Such resignation shall take effect at the time specified, or if no time is specified, at the time the President or Secretary receives such resignation.

### **Section 13: Compensation**

Directors shall serve without compensation for their services to the Board except for reimbursement of actual travel and related expenses as may be authorized by the Board for in-state or national conferences.

### **Section 14: Conflict of Interest**

If any member of the Board faces a conflict of interest in a matter pending before the Board, such member shall make full disclosure to the Board of the nature of the conflict. Upon full disclosure, the Board may approve the transaction only by the majority vote of Board members having no conflict of interest. However, no such transaction may be approved if it would constitute self-dealing, prohibited under Section 4941 of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws, or if it would result in the imposition of any excise tax under any other provision of Chapter 49A of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws.

### **Section 15: Nepotism Policy**

Consistent with the principle that School employees and prospective employees shall be hired, evaluated, and advanced on the basis of individual merit, without reference to considerations of race, sex, religion, sexual orientation, or national origin, or any other factors not involving professional qualifications and performance, in order to avoid the possibility of favoritism based on family or personal relationship the Board shall follow conflict of interest policy.

### **Section 16: Certain Director Liability**

A member of the Board shall be subject to the liabilities imposed by law upon Board members of nonprofit corporations. In addition, all Board members who vote for or assent to any distribution of assets of the Corporation contrary to any restrictions imposed by the Nonprofit Corporation Act of North Carolina, the corporate articles of incorporation, charter, or by-laws, shall be jointly and severally liable to the Corporation for the amount of such distribution. Furthermore, such liabilities shall not exceed the debts, obligations and liabilities existing at the time of the vote or assent where the Board member relied on, and acted in good faith in the belief that, financial statements

of the Corporation were correct and were based on generally accepted principles of sound accounting practice used by the president or the treasurer, or certified by an independent public accountant or firm of such accountants to fairly reflect the financial condition of the Corporation.

## **ARTICLE V: OFFICERS**

### **Section 1: Designation of Officers**

Officers of the Corporation shall be President, Vice President, Secretary and Treasurer. The Board may designate and fill other officers as needed. Any two offices except for the office of President may be held by one person. No officer shall sign or execute any document in more than one capacity.

### **Section 2: Election, Term of Office and Qualifications**

At its regular annual meeting in September each year, the Board shall organize and elect officers among its own members. A President shall be elected to serve for a period of one year. A Vice President shall be elected to serve for a period of one year. The Secretary shall be elected to serve for a period of one year. The Treasurer shall be elected to serve for a period of one year. The President shall preside over the election of the vice president, secretary, and treasurer unless decided otherwise by majority of the Board members.

### **Section 3: Subordinate Officers and Agents**

The Board may appoint other officers or agents to chair committees or perform certain other duties. Each such officer or agent shall hold office for such period, have such authority, and perform such duties as the Board determines. The Board may delegate to any officer or agent the authority to appoint subordinate officers or agents and to prescribe their respective authorities or duties.

### **Section 4: Duties**

Officers shall stand in a fiduciary relation to the Corporation and shall discharge the duties of their respective positions in good faith, and with that diligence and care which reasonably prudent men and women would exercise in similar circumstances and like positions.

### **Section 5: Removal**

The persons who are officers pursuant to Section 1 of this Article may be removed by majority vote of the Board with or without cause. The persons who are officers or agents pursuant to Section 3 of this Article may be removed by majority vote of the Board.

### **Section 6: Resignations**

Any officer may resign at any time by giving written notice to the President or the Secretary of the Board, or, if that officer was appointed by an officer or agent in accordance with Section 3 of this Article, by giving written notice to the appointing

officer or agent. Any such resignation shall take effect at the time specified or if no time is specified, at the time the President or the Secretary receives such resignation.

### **Section 7: Vacancies**

A vacancy in any office because of death, resignation, removal or disqualification, or any other cause, shall be filled for the unexpired portion of the term of such office in the manner prescribed by these by-laws for regular appointments or elections to such offices. The Board may also reassign some or all of the duties of an absent officer as provided in Section 8 of this Article.

### **Section 8: Reassignment of Officer Duties**

Should an office become vacant or should an officer of the Corporation be absent, or for any other reason the Board deems sufficient, the Board may reassign the duties of such officer to any other officer or to any member of the Board.

### **Section 9: Principal**

The Board shall appoint the Principal by entering into a contract with a person to serve in that capacity. The contract shall specify the period of time for which the person is employed as Principal as well as his or her authority and duties. The Principal shall generally be responsible for the business and affairs of the Corporation and shall be authorized to hire and have control over its employees. In addition to the management of day-to-day operations of the Corporation, the Principal shall perform such other duties as are assigned by the Board.

### **Sections 10: President**

The President shall be the principal person charged with supervising, organizing and managing the business of the Board and shall have the responsibility of conducting Board meetings. The president shall perform such other duties as are assigned by the Board.

### **Section 11: Vice President**

At the request of the President, or in the absence or disability of the President, the Vice President shall perform the duties of the president and when so acting shall have all the powers of, and be subject to all the restrictions upon, the president.

### **Section 12: Secretary**

The Secretary shall keep the minutes of the meetings of the Board and shall see that all notices are given in accordance with the provisions of these by-laws or as required by law. The Secretary shall also be the custodian of the statements, books, records, reports, certificates, and other documents of the Corporation and the seal of the Corporation, and shall see that the seal is affixed to all documents requiring such seal. The Secretary shall perform all duties and possess all authority incident to the office of the Secretary, and shall perform such other duties and have such other authority as may be assigned by the Board.

### **Section 13: Treasurer**

The Treasurer is responsible to manage the funds, receipts, disbursements and securities of the Corporation. The treasurer shall perform such other duties and have such other authority as may be assigned or granted by the Board. The treasurer may be required to give a bond for the faithful performance of the duties of the office in such form and amount as the Board may determine.

## **ARTICLE VI: PROCEDURES AND RESTRICTIONS**

### **Section 1: Contracts**

Except as otherwise provided in these by-laws, the Board may authorize any officer or agent or the Principal to enter into any contract or to execute or deliver any instrument on behalf of the Corporation, and such authority may be general or confined to specific transactions.

### **Section 2: Loans**

The Board must authorize in advance the borrowing of any funds by the Corporation and the issuance of any promissory notes or other evidence of indebtedness in the name of the Corporation. Any officer or agent of the Corporation authorized by the Board to do so may obtain loans or advances on behalf of the Corporation provided said authority has been granted by means of a majority vote of the Board of Directors affirming the indebtedness or obligation, and in order to obtain such loans and advances, may make, execute, and deliver promissory notes, bonds, or other evidences of indebtedness of the Corporation.

### **Section 3: Deposits**

All funds of the Corporation shall be deposited to the credit of the Corporation in such banks or trust companies or with such bankers or other depositories as the Board may select, or as may be selected by any officer or agent of the Corporation authorized by the Board to do so.

### **Section 4: Checks, Drafts**

All notes, drafts, acceptances, checks and endorsements or other evidences of indebtedness shall be signed by:

- any two Board members, or
- any Board member and the Principal, or
- the Principal and the Assistant Principal for recurring expenses, contractual expenses, and expenses not exceeding \$5,000, or
- in such other manner as the Board may determine.

Endorsements for deposit to the credit of the Corporation in any of its duly authorized depositories will be made by the Principal or treasurer or by any officer or agent who may be authorized by the Board to do so.

### **Section 5: Gifts**

The Board may accept on behalf of the Corporation any contribution, gift, bequest, or devise granted for the benefit or perpetuation of the general educational or special educational purposes of the Corporation.

## ARTICLE VII: GENERAL PROVISIONS

### **Section 1: Corporate Seal**

The corporate seal shall be in such form as shall be approved by the Board.

### **Section 2: Fiscal Year**

The fiscal year of the Corporation will commence on July 1 of each year and conclude on June 30 of the next year.

### **Section 3: Amendments to Bylaws**

These by-laws may be altered, amended, or repealed, or new by-laws adopted at any regular or special meeting upon a super (2/3) majority vote of the Board members.

### **Section 4: Books and Records**

The Corporation shall keep correct and complete books and records of accounts and shall keep minutes of the proceedings of its Board.

### **Section 5: Officer and Director Indemnification**

The Corporation shall indemnify any present or former members of the Board, Officers, Principal or other employee or agent against liabilities and reasonable litigation expenses, including attorneys' fees, incurred in connection with any action, suit or proceeding in which that person is made or threatened to be made a party by reason of being or having been such Board member, Officer, Principal or other employee except in relation to matters as to which the person shall be adjudged in such action, suit or proceeding

- to have acted in bad faith,
- to have been liable or guilty by reason of willful misconduct in the performance of duty,
- to have taken actions known or believed by the person to be clearly in conflict with the best interests of the Corporation,
- to have received an improper personal benefit, or
- in connection with a proceeding by or in the right of the Corporation, where the person was adjudged liable to the Corporation.

The indemnification authorized by this section shall be in addition to that permitted by the North Carolina General Statutes or otherwise as authorized in these by-laws. The Corporation may purchase and maintain insurance on behalf of any person who is or was a member of the Board, Officer, Principal or other employee or agent of the Corporation or is or was serving at the request of the Corporation as a Director, Officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against any liability asserted against and incurred by the person in such capacity, or arising out of the person's (Board member's, Officer's, employee's or agent's) status as such, whether or not the Corporation would have the power to indemnify that person against such liability.

Expenses incurred by a Director, Officer, Principal or other employee or agent in defending a civil suit or criminal action or other proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding as authorized by the Board upon receipt of an undertaking by or on behalf of the Board member, Officer, Principal or other employee or agent to repay such amount unless it shall ultimately be determined that the person is entitled to be indemnified by the Corporation as authorized by Section 55A- 17.2 or 55A- 17.3 of North Carolina General Statutes or as authorized in these by-laws.

**Section 6: Meeting Regulation**

All meetings of the Board shall be held in compliance with the North Carolina Open Meetings Law, Article 33C. While the Board may elect not to proceed in full compliance with the Robert's Rules of Order, it will serve as a guideline for the conduct of all meetings

**Section 7: Gender**

The masculine and feminine gender used in these by-laws shall include both the feminine and the masculine persons.

**Section 8: Prohibited Activities**

This corporation is organized exclusively for charitable and educational purposes within the meaning of section 501(C)(3) of the Internal Revenue Code.

Notwithstanding any other provisions of these articles, the Corporation shall not carry on any other activities not permitted to be carried on (A) By a corporation exempt from federal income tax under section 501(C)(3) of the Internal Revenue Code of 1986 (Or the corresponding provision of any future United States Internal Revenue Law) or (B) By a corporation contributions to which are deductible under section 170(C)2 of the of the Internal Revenue Code of 1986 (Or the corresponding provision of any future United States Internal Revenue Law).

**Section 9: Disposal of Assets**

Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the Corporation as directed pursuant to North Carolina General Statutes.

The undersigned persons certify the foregoing by-laws have been adopted for the Corporation, in accordance with the requirements of the North Carolina Nonprofit Corporation Act.

MEMBERS OF THE INITIAL BOARD OF DIRECTORS

Member **\*Original signed\***

Date of Adoption: **September 18, 2011**

#### 4. Articles of Incorporation

The officially authorized Articles of Incorporation is given below.

C201003600285

SOSID: 1136022 Date Filed: 2/11/2010 3:03:00 PM Elaine F. Marshall North Carolina Secretary of State C201003600285
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State of North Carolina  
Department of the Secretary of State

#### ARTICLES OF INCORPORATION NONPROFIT CORPORATION

Pursuant to §55A-2-02 of the General Statutes of North Carolina, the undersigned corporation does hereby submit these Articles of Incorporation for the purpose of forming a nonprofit corporation.

1. The name of the corporation is: PIEDMONT IT ACADEMY
2.  (Check only if applicable.) The corporation is a charitable or religious corporation as defined in NCGS §55A-1-40(4).
3. The street address and county of the initial registered office of the corporation is:  
 Number and Street: 4106 BLOOMDALE DR. #E  
 City, State, Zip Code: CHARLOTTE, NC, 28211 County: MECKLENBURG
4. The mailing address *if different from the street address* of the initial registered office is:  
 SAME
5. The name of the initial registered agent is:  
 ISMAIL YAVUZ SAKAOGLU  
 4106 BLOOMDALE DR. # E  
 CHARLOTTE, NC, 28211
6. The name and address of each incorporator is as follows:  
 ISMAIL YAVUZ SAKAOGLU  
 4106 BLOOMDALE DR. # E  
 CHARLOTTE, NC, 28211
7. (Check either a or b below.)  
 a.  The corporation will have members.  
 b.  The corporation will not have members.
8. Attached are provisions regarding the distribution of the corporation's assets upon its dissolution.
9. Any other provisions which the corporation elects to include are attached.
10. The street address and county of the principal office of the corporation is:  
 Number and Street: 4106 BLOOMDALE DR. #E  
 City, State, Zip Code: CHARLOTTE, NC, 28211 County: MECKLENBURG
11. The mailing address *if different from the street address* of the principal office is:

Revised January 2000

Form N-01

CORPORATIONS DIVISION

P. O. BOX 29622

RALEIGH, NC 27626-0622

C201003600285

12. These articles will be effective upon filing, unless a later time and/or date is specified: \_\_\_\_\_

This is the 5<sup>th</sup> day of February, 2010.



*Signature of Incorporator*

*Type or print Incorporator's name and title, if any*

NOTES:

1. Filing fee is \$60. This document must be filed with the Secretary of State.

Revised January 2000

Form N-01

CORPORATIONS DIVISION

P. O. BOX 29622

RALEIGH, NC 27626-0622

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C201003600285

8. Attached are provisions regarding the distribution of the corporation's assets upon its dissolution.

UPON THE DISSOLUTION OF THIS CORPORATION, ASSETS SHALL BE DISTRIBUTED FOR ONE OR MORE EXEMPT PURPOSES WITHIN THE MEANING OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (OR CORRESPONDING SECTION OF ANY FUTURE FEDERAL TAX CODE), OR SHALL BE DISTRIBUTED TO THE FEDERAL GOVERNMENT, OR TO A STATE OR LOCAL GOVERNMENT FOR PUBLIC PURPOSES. ANY SUCH ASSETS NOT SO DISPOSED OF SHALL BE DISPOSED OF BY THE SUPERIOR COURT OF THE COUNTY IN WHICH THE PRINCIPAL OFFICE OF THE CORPORATION IS THEN LOCATED, EXCLUSIVELY FOR SUCH PURPOSES OR TO SUCH ORGANIZATION OR ORGANIZATIONS, AS SAID COURT SHALL DETERMINE, WHICH ARE ORGANIZED AND OPERATED EXCLUSIVELY FOR SUCH PURPOSES.

9. Any other provisions which the corporation elects to include are attached.

THIS CORPORATION IS ORGANIZED EXCLUSIVELY FOR CHARITABLE AND EDUCATIONAL PURPOSES WITHIN THE MEANING OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE.

NOTWITHSTANDING ANY OTHER PROVISION OF THESE ARTICLES, THE CORPORATION SHALL NOT CARRY ON ANY OTHER ACTIVITIES NOT PERMITTED TO BE CARRIED ON (A) BY A CORPORATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE OF 1986 (OR THE CORRESPONDING PROVISION OF ANY FUTURE UNITED STATES INTERNAL REVENUE LAW) OR (B) BY A CORPORATION CONTRIBUTIONS TO WHICH ARE DEDUCTIBLE UNDER SECTION 170(C)(2) OF THE INTERNAL REVENUE CODE OF 1986 (OR CORRESPONDING PROVISION OF ANY FUTURE UNITED STATES INTERNAL REVENUE LAW).

1436470

SOSID: 1136022  
Date Filed: 9/14/2011 8:50:00 AM  
Elaine F. Marshall  
North Carolina Secretary of State  
C201122400307

STATE OF NORTH CAROLINA  
DEPARTMENT OF THE SECRETARY OF STATE

STATEMENT OF CHANGE OF REGISTERED  
OFFICE AND/OR REGISTERED AGENT

Pursuant to §55D-31 of the General Statutes of North Carolina, the undersigned entity submits the following for the purpose of changing its registered office and/or registered agent in the State of North Carolina:

INFORMATION CURRENTLY ON FILE

The name of the entity is: Piedmont IT Academy

Entity Type:  Corporation,  Foreign Corporation,  Nonprofit Corporation,  Foreign Nonprofit Corporation,  
 Limited Liability Company,  Foreign Limited Liability Company,  Limited Partnership,  Foreign Limited Partnership,  
 Limited Liability Partnership,  Foreign Limited Liability Partnership

The street address and county of the entity's registered office currently on file is:

Number and Street: 4106 Bloomdale Dr Apt E

City, State, Zip Code: Charlotte NC 28211 County: Mecklenburg

The mailing address if different from the street address of the registered office currently on file is:

The name of the current registered agent is: Ismael Yavuz Sakaoglu

NEW INFORMATION

1. The street address and county of the new registered office of the entity is:  
(complete this item only if the address of the registered office is being changed)

Number and Street: 511 Cameron Walk Ct Apt 301

City, State, Zip Code: Charlotte NC 28217 County: Mecklenburg

2. The mailing address if different from the street address of the new registered office is:  
(complete this item only if the address of the registered office is being changed)

3. The name of the new registered agent and the new agent's consent to appointment appears below.  
(complete this item only if the name of the registered agent is being changed)

Adem Kaya  
Type or Print Name of New Agent

[Signature] President  
Signature & Title

4. The address of the entity's registered office and the address of the business office of its registered agent, as changed, will be identical.

5. This statement will be effective upon filing, unless a date and/or time is specified:

This is the 8 day of Aug 20 11

Piedmont IT Academy  
Entity Name  
[Signature]  
Signature  
Adem Kaya President  
Type or Print Name and Title

Notes: Filing fee is \$5.00. This document must be filed with the Secretary of State.  
\* Instead of signing here, the new registered agent may sign a separate written consent to the appointment, which must be attached to this statement.  
CORPORATIONS DIVISION P.O. BOX 29622 RALPH, NC 27626-0622  
Revised January 2002 Form BE-0688

C201126600226

SOSID: 1136022  
Date Filed: 9/26/2011 3:41:00 PM  
Elaine F. Marshall  
North Carolina Secretary of State  
C201126600226

State of North Carolina  
Department of the Secretary of State

NONPROFIT CORPORATION'S STATEMENT OF CHANGE OF PRINCIPAL OFFICE

Pursuant to §55A-16-23(b) of the General Statutes of North Carolina, the undersigned nonprofit corporation does hereby submit the following for the purpose of changing its principal office address currently on file with the Secretary of State.

INFORMATION CURRENTLY ON FILE

The name of the corporation is: Piedmont IT Academy

The street address and county of the principal office of the corporation currently on file is:

Number and Street: 4106 Bloomdale Dr # E

City, State, Zip Code: Charlotte, NC 28211 County: mecklenburg

The mailing address *if different from the street address* of the principal office currently on file is:

NEW INFORMATION

1. The street address and county of the new principal office of the corporation is:

Number and Street: 511 Cameron Walk Court Apt 301

City, State, Zip Code: Charlotte, NC 28217 County: \_\_\_\_\_

2. The mailing address *if different from the street address* of the new principal office is:

3. This statement will be effective upon filing, unless a later date and/or time is specified: \_\_\_\_\_

This is the 20 day of ~~Sept~~ Sep 2011.

Piedmont IT Academy  
Name of Corporation

[Signature]  
Signature

Adem Kaya, President  
Type or Print Name and Title

NOTES:

1. Filing fee is \$5. This statement and one exact or conformed copy of it must be filed with the Secretary of State.

**5. A description of the governing board's functions, duties, roles and responsibilities as it relates to overseeing the charter school and its mission.**

PIT Academy By-laws addresses the Board of Directors' functions, duties, roles and responsibilities and processes as it relates to overseeing PIT Academy and its mission.

The Board of Directors will provide leadership for PIT Academy, adopting a unifying vision and mission, soliciting and balancing the participation and input of members of the community, and advocating on behalf of the educational needs of children at the local, state, and national levels.

The Board of Directors will have the responsibility to establish and maintain a basic organizational structure for the proposed charter school, develop curriculum, meet federal and state mandates, appoint a founding principal and key members of staff, adopt an annual budget, and create a climate that promotes the proposed educational excellence.

The primary responsibilities of the Board of Directors can be summarized as follows:

- Ensure that the mission of the school is accomplished;
- Ensure compliance with all state and federal regulations;
- Ensure that all reports are accurate and comply with appropriate procedures;
- Hire the principal and review his/her performance; hold him/her accountable for overall operation of the school;
- Review the financial reports and approve operating budgets;
- Set policies aligned with the mission and vision of the school.

*(Also available in Article IV, Section 4 of the Bylaws)*

The Board of Directors is committed to the education of all students to the best of their individual abilities; to a constant awareness of the concerns and desires of the community regarding the quality and performance of the School with the Board assuming an educational leadership role; and to the employment of school personnel who, under the direction of the Principal, will see that the school maintains an outstanding position and will carry out the policies of the Board with imagination and dedication.

Additionally, the Board's specific policy and direction goals are:

- To interpret the education needs and aspirations of the community through the formulation of policies which stimulate the learner and the learning process;
- To govern the school in accordance with federal and state laws;
- To provide leadership in order to carry out the goals and objectives of the school effectively;
- To facilitate communication with the community served by the school

- To develop and provide the data appropriate for the management functions of planning, evaluating, organizing, controlling and executing.

The Board members will look to the future more clearly than is required of the average citizen. The results of many of the decisions and actions of the Board may not be realized at once, but will set the course of education for future years. The Board should fearlessly support those educational philosophies and procedures needed to promote proper education for this community based upon the needs of the pupil population.

In addition,

- Directors shall meet at such times and places as required by these by-laws.
- The Board may consider a Director with three consecutive un-excused absences from regular meetings as having resigned.

Directors shall register their home/business address, home/office/cellular phone numbers and e-mail addresses with the Secretary of the School.

**6. Explain the decision-making processes the board will use to develop school policies.**

PIT Academy School By-laws addresses the decision-making processes that the Board is to use to develop school policies.

The Board of Directors is the only policy maker and the decision-making body in terms of policies at the local level and has the responsibility for implementing a variety of state and federal policies.

The Board of Directors will provide important administrative oversight relative to the educational policies and programs they institute; play a central role in establishing systems and processes to ensure PIT Academy's fiscal, programmatic, and outcome accountability; and undertake broad human resource functions that include making crucial decisions regarding PIT Academy's administrative leadership and key staff members.

Day-to-day affairs of PIT Academy will be managed by the school principal, where PIT Academy Board of Directors will ensure that PIT Academy is governed in accordance with applicable federal, state, and municipal laws and regulations relating to public agencies and charter schools. The PIT Academy Board of Directors will assume full responsibility to fulfill the requirements of the charter school contract. Prior to the opening of the school, Board of Directors will ensure that an experienced principal is hired, and held accountable for development and the overall success of PIT Academy.

While the Board of Directors will be the only policy making body, the Principal is an integral member of the learning community and effective running of PIT Academy. He or she will support shared decision-making, promote collaborative leadership, and require accountability from all stake holders in the school. In addition to serving as the educational leader of the school, the Principal will be the primary responsible officer to the Board of Directors for planning, budgeting, facilities management, staff development, and supervision and evaluation of the staff. The Principal brings up any issue for a decision to the Board's attention; reports and assists to the Board of Directors to develop school policies.

Given the variety of policy considerations for the Board of Directors, the decision-making process of the Board will vary depending upon the issues addressed, the parties involved, and the organizational interests and values, operational procedures, and time constraints of the decision makers.

Board meetings will follow the policies and procedures outlined in the By-laws and maintain PIT Academy's overall school functions and structure. The Board will be bound by law to follow the policies and procedures once adopted. For example, procedural rules for establishing a quorum in order to take official action must be followed. A record

of minutes of board meetings must be maintained in order that the board documents its deliberations and actions. Notice of meetings must conform to state laws, and business must be conducted in public, open meetings unless an exception to state law permits an executive session authorizing the board to deliberate in private.

To resolve a matter and for a decision making role, the Board will emphasize inventing, developing, and analyzing possible solutions for a problem in hand before selecting a particular course of action. Selecting a possible course of action is informed by the judgment of the Board, and the analyses of the alternatives on a logical or systematic basis.

**7. Describe the organization’s performance-based goals for the charter school. Organizational goals and measurable objectives should describe and measure the effectiveness and viability of the organization.**

Piedmont IT Academy will maintain healthy finances and practice effective use of resources through the commitment and professionalism of active Board of Directors. The school will establish strong bridges between parents and local community through community outreach and partnerships related to math, science and technology projects. Internally, the school will foster a dynamic and successful educational environment that retains quality teachers, promotes professional development, and maintains a high level of parental involvement. The administrators and principal will maintain a culture of trust by keeping the lines of communication open among staff, teachers, parents, and students.

PIT Academy will operate a fiscally sustainable and effectively managed and governed organization through the following performance-based goals:

**Goal 1:**At the end of first three year of the charter term (2012-13 through 2014-15), PIT Academy will target and maintain a positive cash flow as measured using financial statements and the annual audit report.

2014-15 School Year	2015-16 School Year	2016-17 School Year
Positive cash flow	Positive Cash Flow	Positive cash flow

**Goal 2:** Each year of the charter term (2012-13 through 2016-17), PIT Academy will conduct an annual external audit.

2012-13 School Year	2013-14 School Year	2014-15 School Year	2015-16 School Year	2016-17 School Year
Audit report				

**Goal 3:** From 2012-13 through 2016-17, staff retention rate will reach up to 80% or more for more staff who are offered a contract will choose to renew their contract and continue employment with the school.

2012-13 School Year	2013-14 School Year	2014-15 School Year	2015-16 School Year	2016-17 School Year
70% or more staff renew contracts	74% or more staff renew contracts	78% or more staff renew contracts	80% or more staff renew contracts	85% or more staff renew contracts

**Goal 4:** Each year of the charter term (through 2016-17), 80% or higher of the parents will agree or strongly agree that PIT Academy fulfills its mission as measured on an annual school-parent survey conducted at the end of the school year.

2012-13 School Year	2013-14 School Year	2014-15 School Year	2015-16 School Year	2016-17 School Year
70% or higher agree or strongly agree	74% or higher agree or strongly agree	78% or higher agree or strongly agree	80% or higher agree or strongly agree	85% or higher agree or strongly agree

**8. Describe how the governing board will ensure that current and future board members avoid conflicts of interest.**

The following conflict of interest policy is adopted in the Bylaws of the Board of Directors which will ensure that current and future Board member will avoid conflict of interest.

*(Also available in Article IV, Section 14 and 15 of the Bylaws)*

If any member of the Board faces a conflict of interest in a matter pending before the Board, such member shall make full disclosure to the Board of the nature of the conflict. Upon full disclosure, the Board may approve the transaction only by the majority vote of Board members having no conflict of interest. However, no such transaction may be approved if it would constitute self-dealing, prohibited under Section 4941 of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws, or if it would result in the imposition of any excise tax under any other provision of Chapter 49A of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws.

Regarding its nepotism policy of the school, the School's By-laws has the following rule in Section 15: Consistent with the principle that School employees and prospective employees shall be hired, evaluated, and advanced on the basis of individual merit, without reference to considerations of race, sex, religion, sexual orientation, or national origin, or any other factors not involving professional qualifications and performance, in order to avoid the possibility of favoritism based on family or personal relationship the Board shall follow conflict of interest policy.

**D. PROPOSED EDUCATIONAL MANAGEMENT ORGANIZATION (EMO OR CSO)**

If the Charter School plans to contract for services with an “educational management organization” or “charter support organization,” please specify the name of the company, address, phone number, contact person, fax, and email: N/A

1. Please include a copy of the proposed management agreement of the specified EMO and explain how the contract will be in the best educational and financial interests of the charter school. N/A
2. What other EMO/CMOs were pursued and why did the applicant select this particular one? N/A
3. Describe how the governance structure will be affected; if at all, by the EMO/CMO and particularly discuss how the board of directors of the charter school will govern the school independently of the EMO/CMO. N/A
4. Explain how the contract includes measurable objectives whereby the charter school board can evaluate annually the performance of the EMO/CMO, and if necessary, terminate the contract without significant obstacles. N/A

Piedmont IT Academy does not currently intend to contract for services with an educational management organization or a charter support organization at the moment. However, it reserves the right to use or request a third party services in the future should it be deemed appropriate by the Board of Directors, in which case the selection process, contracts, agreements, and other federal and state mandated requirements shall be followed strictly.

**E. ADMISSIONS POLICY** (G.S. 115C-238.29B(b)(4); G.S. 115C-238.29F(d)(1))

Provide a description of the policies and the procedures for admitting students to the proposed charter school, including specific details of the enrollment lottery plan.

PIT Academy's admission and lottery policies are given below:

- Any NC resident regardless of the county of residence and who is eligible to receive free public education under NC law is eligible to apply to PIT Academy. No application will be denied based on academic performance or special needs. PIT Academy seeks a population diverse in gender, race, creed, national origin, religion, and ancestry.
- The school will have an admissions process with pre-announced enrollment period, lottery dates, and deadlines. All student enrollment process and details, including deadlines for applications, lottery date, registration requirements and necessary documents, and waiting-list enrollment information, will be publicly available.
- PIT Academy will publicize all enrollment information throughout Union County via flyers, bulletins, newspaper ads, websites, mailings, town meetings, informational open house sessions, and/or presentations at other local schools and public institutions. The school will hold open houses and arrange presentations and publicity events at community centers, churches, public libraries, local schools, and alternate locations, where possible. In addition, PIT Academy will distribute the application forms during outreach programs. The applicants can also fill out the application on our website.
- Any student, once enrolled at PIT Academy, is automatically entitled to an enrollment slot until completion of the highest grade offered by the school provided that they showed their intention by submitting the necessary paperwork for upcoming year's enrollment by the deadlines announced by the school.
- Siblings of presently enrolled students and children of faculty members are granted enrollment preference provided the number of students in this category does not exceed the number of available spots in a given grade, otherwise a lottery to be conducted among them. Children of the PIT Academy Board members during the opening year are also granted enrollment preference.
- All applicants for the upcoming year will be assigned an identification number for the lottery. Multiple birth siblings will be given the same identification number, and only one instance of the number will be included in the lottery.
- All applications of siblings of currently enrolled students, and children of faculty members, received before the application cut-off time, will be pre-selected and placed in open slots or on a waiting list. If there are more applicants than slots that fit this category, a priority lottery will be conducted before the full lottery.
- At least two members of the community (who are not among the PIT Academy staff or Board members) shall be present during the lottery for the purpose of witnessing that all procedures are conducted fairly and accurately.
- All identification numbers of applicants will be listed for each grade, and those numbers will be placed in a jar, bag or a similar container. One Number will be drawn at a time and placed into an open slot or on a waiting list per grade.

- After the lottery is drawn, parents of selected applicants will be notified through e-mail, phone, regular mail and/or other reliable means asking whether they will enroll their kid(s) or not. If the number belongs to multiple birth siblings, they are all eligible to be enrolled in the school.
- If the parent doesn't respond by the time specified in the notice or responds as "NO", then that parent forfeits his/her open slot and the school will begin calling names from the waiting list. If that parent wants to come back later, he/she will be inserted at the end of the waiting list.
- If the parent responds as "YES", then the parent will need to enroll his/her kid(s) by the time specified by the school.
- If the enrolled student does not show up in the first day of the school without an approved excuse from the PIT Academy Principal prior to the first day of the school or a documented emergency from a physician, then PIT Academy reserves the right to give the open slot to the next person in the waiting list.
- After the lottery is conducted, if there are still open slots, they will be filled by the waiting list and then on a first-come-first-served basis.
- Waiting lists will be maintained throughout the entire school year, but are not used to fill slots for the following school year. Applicants on the waiting list must submit a new application during the open application time to be eligible for enrollment or entered in the lottery process for the following year.
- A draft admission timeline can be seen below:

ACTIVITY	TIME FRAME
<b>Dissemination of Application forms (Marketing &amp; Publicity Campaign)</b>	January – continuous
<b>Pre-applications are accepted</b>	January- February
<b>School open house(s)</b>	February
<b>Application Deadline</b>	March 1
<b>Lottery Date</b>	Second week of March
<b>Notification of lottery winners/parents</b>	Third week of March
<b>Registrations for lottery winners to be completed (in three weeks)</b>	Until April 15
<b>Invitations extended to waiting lists students, when applicable, in the order in which the application is received.</b>	April 16 – May 1
<b>Open vacancies to be filled on a first-come, first-served basis</b>	May 1 – continuous
<b>Parent Orientation</b>	A week prior to first day of school
<b>First Day of School</b>	The same calendar as Union County Public Schools to be followed

## V. EDUCATION PLAN

*NOTE: Answer all sections completely, include your answers in this section of the application, do not include as an appendices. Do not use “same as LEA” or “whatever the law says”. The State Board of Education shall give priority consideration to the applicants who demonstrate potential for significant, meaningful innovation in education. Give explanations. Lack of proper documentation will jeopardize the application review.*

### **A. INSTRUCTIONAL PROGRAM** (G.S. 115C-238.29F (d))

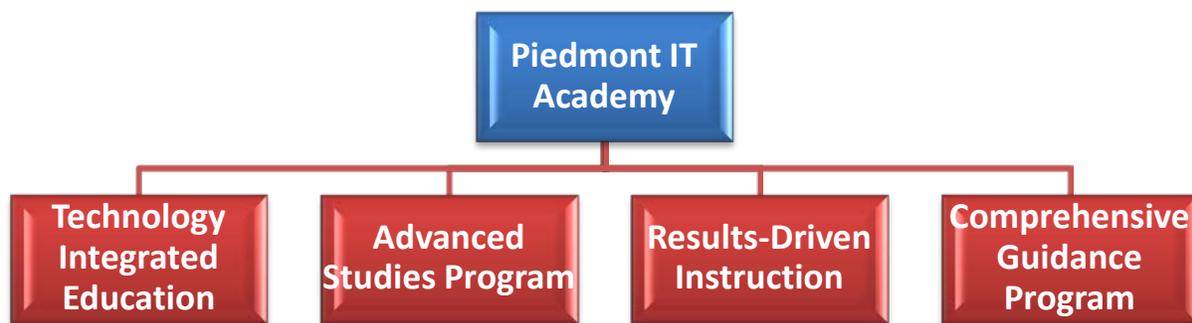
Provide a detailed description of the overall instructional program, including the following:

1. Educational theory, foundation of the model, and proposed innovative offerings.
2. Teaching approach, class structure, curriculum design, and instructional methodology, courses of study, etc.
3. Compliance with Federal and State regulations for serving exceptional children.
4. Entrance and exit requirements as well as graduation requirements (if the school is to be high school).
5. The school calendar (must provide instruction for a minimum of 185 instructional days)  
(G.S. 115C-238.29F(d)(1))
6. A concise description of any evaluation tool or test, if any, that the proposed charter school will use in addition to any state or federally mandated tests and how this data will be used to drive instruction.
7. A description of the student achievement goals for the school’s educational program and the method of demonstrating that students have attained the skills and knowledge specified for those goals. These goals should include specific and measurable performance objectives over time. A timeline should be included to highlight how the school proposes to meet its objectives.
8. An explanation of how the school will provide assistance to students that are not performing at expected levels to ensure the continued progress of student growth. The applicant needs to define their “expected levels” of performance and delineate a plan accordingly.
9. Details of the proposed charter plans to involve parents and community members in the school.
10. Explanation of how the school will meet the needs of gifted students, English language learners, and other at risk students. Includes details of the school’s process for identification and service of these students.

**Each of these items is discussed in detail starting with the following page.**

## 1. Educational theory, foundation of the model and proposed innovative offerings

Our educational model begins with a firm belief that all students can learn and more students will learn if material is presented in a variety of engaging ways. One method does not work for all students all the time. A variety of learning styles needs to be incorporated and students need to be captivated to achieve a productive learning environment. We strongly believe in a student-oriented experiential learning environment where students will have the opportunity to work collaboratively on reflective hands-on assignments. PIT Academy's main focus will be math and information technology education. Our educational foundation is based on four pillars, which are described below.



**Technology Integrated Education:** PIT Academy will focus on “learning with technology” as much as it focuses on “learning about technology”. Learning with technology is also well covered in an article by Marc Prensky titled “Digital Natives, Digital Immigrants”:

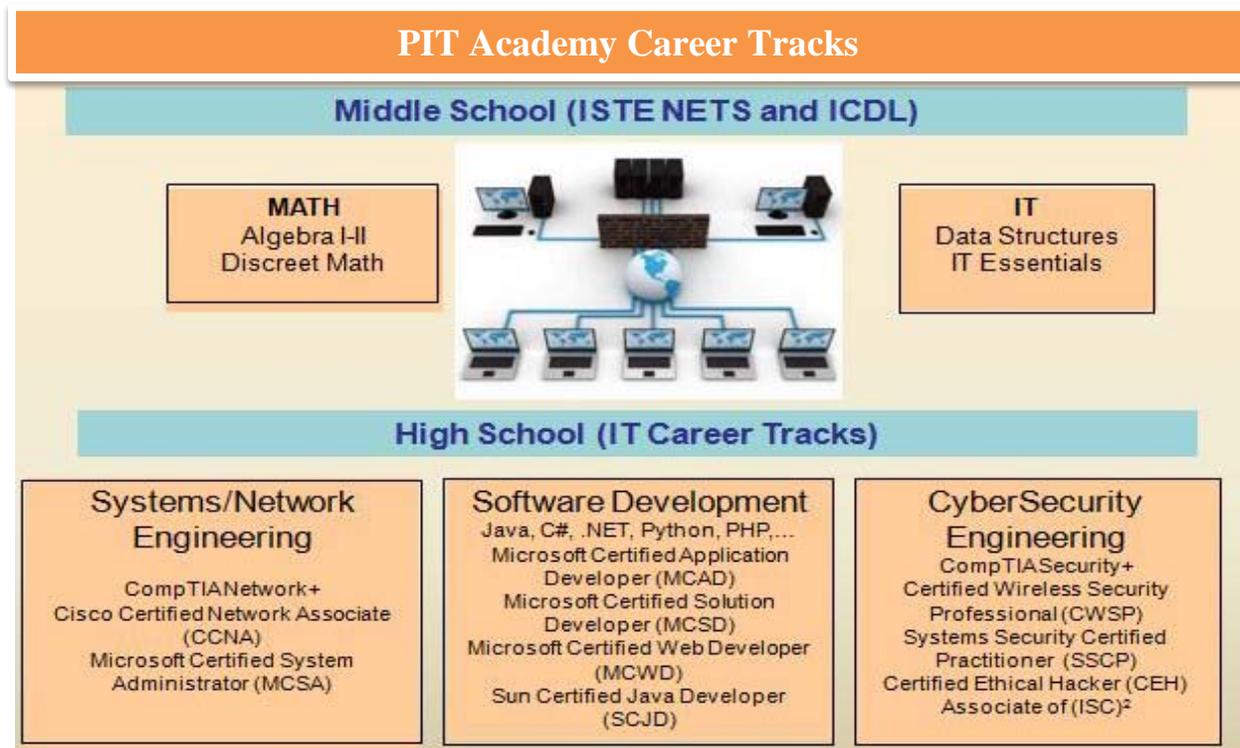
*“Today’s students – K through college – represent the first generations to grow up with this new technology. They have spent their entire lives surrounded by and using computers, videogames, digital music players, video cams, cell phones, and all the other toys and tools of the digital age. Today’s average college grads have spent less than 5,000 hours of their lives reading, but over 10,000 hours playing video games (not to mention 20,000 hours watching TV). Computer games, email, the Internet, cell phones and instant messaging are integral parts of their lives.*

*It is now clear that as a result of this ubiquitous environment and the sheer volume of their interaction with it, today’s students think and process information fundamentally differently from their predecessors. These differences go far further and deeper than most educators suspect or realize. “Different kinds of experiences lead to different brain structures” says Dr. Bruce D. Perry of Baylor College of Medicine. As we shall see in the next installment, it is very likely that our students’ brains have physically changed – and are different from ours – as a result of how they grew up. But whether or not this is literally true, we can say with certainty that their thinking patterns have changed. I will get to how they have changed in a minute.*

*What should we call these “new” students of today? Some refer to them as the N-[for Net]-gen or D-[for digital]-gen. But the most useful designation I have found for them is Digital Natives. Our students today are all “native speakers” of the digital language of computers, video games and the Internet”.<sup>7</sup>*

PIT Academy will utilize multimedia and multi-sensorial education tools, relevant software, and other technologies to improve learning in all subject areas in the classroom. The curriculum of PIT Academy will cover and enhance existing curricular goals and objectives by use of innovative technologies. Based on the standards of the International Society for Technology in Education (ISTE), PIT Academy will allow teachers to engage and motivate all students using interactive learning tools by integrating technology in the classroom. At a minimum, all classrooms will have PCs, smart boards, data projectors, and online educational tools related to the coursework to provide a rich technological environment.

**Advanced Studies Program:** PIT Academy will expose students to advanced topics in earlier grades. The school will provide advanced mathematics and computer skills thorough its curriculum. Additionally, different IT certifications and career tracks will be offered to our high school students (as in the table below).



Based on our high expectation model for all students, students will be supported through in class and extra-curricular activities in addition to rigorous curriculum during

<sup>7</sup><http://www.marcprensky.com/writing/Prensky%20-%20Digital%20Natives,%20Digital%20Immigrants%20-%20Part1.pdf>

their education in PIT Academy. We strongly believe that parents are an essential part of their children's formal education. PIT Academy will develop strong relationships with parents through face-to-face and online interactions. Innovative technologies will help us to ensure and strengthen those relations, interactions, and communications.

**Results-Driven Instruction:** PIT Academy will provide an online Student Information System (SIS) to monitor student progress. SIS will provide real-time updates on students' academics, attendance, and discipline status. With the help of SIS, PIT Academy faculty will be able to assess and evaluate student progress, and make instructional plans to address the individual needs of each student. The assessment system that will be used in PIT Academy is explained in detail in the teaching and learning approach section.

**Comprehensive Guidance Program:** PIT Academy will provide a comprehensive guidance program where students who are at risk of academic failure will be offered after-school and weekend tutoring programs at no cost. These programs will be supported by volunteers; including teachers and parents.

## **2. Teaching approach, class structure, curriculum design, and instructional methodology, courses of study, etc.**

### **TEACHING APPROACH AND INSTRUCTIONAL METHODS**

PIT Academy teaching approaches have roots in constructivism. Constructivist theory focuses on each student's unique way of learning and creating their own knowledge by integrating their existing knowledge with the new knowledge. To support students to form their personal understanding, PIT Academy will use teaching approaches that allow students to get involved in effective learning experiences such as indirect instruction, project-based learning, discovery learning, and student-based learning. We believe that our teachers will benefit from such instructional methods and related teaching approaches, and thus they will be able to sustain a high quality teaching and learning atmosphere in the classroom. Below is a brief description of these instructional methods and the related teaching approaches.

#### **Indirect Instruction:**

Indirect instruction is a teaching and learning approach in which concepts, patterns, and abstractions are taught in the context of strategies that emphasize concept learning, inquiry, and problem solving. Constructivist teaching approach supports the usage of indirect instruction in the school settings. At PIT Academy, we believe that the best way to apply indirect instruction is to design and sequence constructivist lessons to encourage learners to use their own experiences to actively construct meaning. The nature of constructivist lessons in the PIT Academy will have the following characteristics:

- Promoting development of higher level and abstract thinking

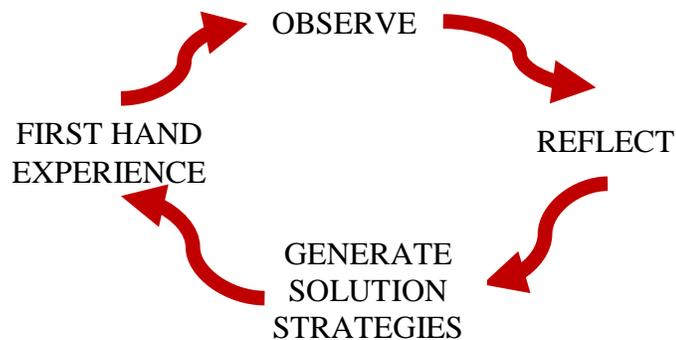
- Promoting critical thinking and questioning
- Promoting collaboration and cooperation within classroom
- Using of questions to guide investigation and discovery
- Encouraging students' self-reflection and evaluation
- Using students' ideas to organize the lesson around each students needs and interests
- Encouraging students' positive attitudes towards the learning

### **Project Based Learning:**

PIT Academy provides project based learning environment by utilizing the technological tools and authentic, challenging tasks embedded in course projects. The usage of technological tools in challenging projects embedded in PIT Academy lessons can contribute to students' sense of authenticity and to the "real-life" quality of the task at hand. PIT Academy lessons establish a learning environment which includes many connections with real life situations. These life connections can be constructed by using technology as simulations, virtual manipulative, computer software (e.g. Spreadsheet, fathom, thinkerplot, GSP). The accessibility of these technological tools that are used for challenging tasks in the project based learning allows PIT Academy students to aspire to a level of effort and quality of product that more closely reflects what they see and know of the real world.

### **Discovery Learning:**

Students are more likely to remember concepts they discover through their own experiences. PIT Academy teachers will provide an appropriate teaching and learning environment to better serve each student's understanding and learning abilities by acting as a facilitator and using appropriate instructional technology tools. Current technology allows creation of virtual environments for students to explore, examine, and investigate. PIT Academy teachers will use innovative technological tools such as educational games, simulations, virtual world creation websites, and software like SimCity in classrooms to provide additional discovery learning opportunities. In this learning approach, students will a have chance to observe, reflect, first-hand experience and generate solution strategies. This process is illustrated in the chart below.



**Discovery Learning Flow Chart**

**Student Centered Learning:**

At PIT Academy, learning and teaching activities will be focused on each student's learning style, interests, abilities, characteristics, and cultural settings. A student-centered learning environment will be established via creation of lesson activities that promote *increased responsibility and accountability of the student in the classroom*. These activities will be engineered to possess the following characteristics:

- Outside settings and classroom settings that enable each student to work consistent with their interest and abilities. For example, PIT Academy teachers will use buzz group techniques for discussion in classroom so each individual have opportunity express his/her thinking.
- Portfolio development so students has chance to reflect their own way of learning.
- Technology integration in the activities. The PIT Academy teachers will use technology to enhance the learning diversity for each student's characteristics, interests and needs.
- Technological assessment tools will used after the activities. PIT Academy will use diverse assessment tools (e.g., portfolio, self-reflection, website creation) to address each student's individual learning styles and, assess and diagnose each student's learning level, needs, strengths, and weaknesses.

PIT Academy believes in the value and importance of integrating multimedia learning and teaching approaches and computer assisted instruction in all the learning and teaching approaches presented above. Both multimedia learning principles and computer assisted instruction facilitate students' learning. Mayer and Moreno (2007) states that students, who acquire any information as verbal, image-base, text-base, and visual by multimedia, learn more; because this way the information is following multiple cognitive processes that support enhanced learning. PIT Academy specifically believes that computer-assisted instruction improves education of all students due to the immediate feedback in the process. Computers also provide wide range exploration opportunities for all students, especially for academically gifted students, this provides an opportunity for them to express their individual interests. In conclusion, multimedia learning and computer assisted instruction in PIT Academy lesson plans will result in better educational environments for both the students and as well as the teachers.

**CURRICULUM DESIGN**

Through its indirect student-centered model, PIT Academy aims to encourage students to construct their own knowledge. Curriculum of PIT Academy will ensure a corroborative context for students by supporting their questioning and problem-solving skills using interactive learning environment. The active use of innovative technologies in classroom activities; like educational games, simulations, virtual word creation websites; will also help student to acquire essential technology skills in work place and college education for 21<sup>st</sup> century students. Use of innovative technologies will promote classroom discourse, and communication and collaboration through students. It will also ensure meeting various needs of students. We believe that innovative technologies support our student-centered model enriching delivery of instruction by use of different technological tools.

The curriculum of PIT Academy will accomplish the goals of North Carolina IT Standards and National Educational Technology Standards described below. Sample lesson plans for different subject areas are provided in subsequent sections along with the assessment tools for those activities.

### **NC IT standards:**

Via integration of innovative technologies into curriculum and through IT certificate tracks, PIT Academy will be aligned with NC *K-12 Computer/Technology Skills Standard Course of Study's* competency goals listed below:

- **Competency Goal 1:** The learner will understand important issues of a technology-based society and will exhibit ethical behavior in the use of computer and other technologies.
- **Competency Goal 2:** The learner will demonstrate knowledge and skills in the use of computer and other technologies.
- **Competency Goal 3:** The learner will use a variety of technologies to access, analyze, interpret, synthesize, apply, and communicate information.

### **National Educational Technology Standards (NETS):**

In addition to actualization of National Educational Technology Standards<sup>8</sup>, PIT Academy students will gain essential technology and computer skills required for potential careers in the field of information technologies in Union County and Charlotte Metropolitan Area. Through the curriculum of PIT Academy, students will not only gain basic computer skills such as keyboarding and using Microsoft Office tools, but also they will use innovative technology tools in their classroom activities. Based on this foundation, students can easily develop more advanced skills and knowledge that they will need in their future career or work place.

The NETS Standards are presented below.

- 1) Creativity and Innovation:** Students demonstrate creative thinking, construct knowledge, and develop innovative products and processes using technology. Students:
- a. apply existing knowledge to generate new ideas, products, or processes,
  - b. create original works as a means of personal or group expression,
  - c. use models and simulations to explore complex systems and issues, and
  - d. identify trends and forecast possibilities.

- 2) Communication and Collaboration:** Students use digital media and environments to communicate and work collaboratively, including at a distance, to support individual learning and contribute to the learning of others. Students:

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<sup>8</sup> <http://www.iste.org/AM/Template.cfm?Section=NETS>

- a. interact, collaborate, and publish with peers, experts, or others employing a variety of digital environments and media,
- b. communicate information and ideas effectively to multiple audiences using a variety of media and formats,
- c. develop cultural understanding and global awareness by engaging with learners of other cultures, and
- d. contribute to project teams to produce original works or solve problems.

**3) Research and Information Fluency:** Students apply digital tools to gather, evaluate, and use information. Students:

- a. plan strategies to guide inquiry,
- b. locate, organize, analyze, evaluate, synthesize, and ethically use information from a variety of sources and media,
- c. evaluate and select information sources and digital tools based on the appropriateness to specific tasks, and
- d. process data and report results.

**4) Critical Thinking, Problem Solving, and Decision Making:** Students use critical thinking skills to plan and conduct research, manage projects, solve problems, and make informed decisions using appropriate digital tools and resources. Students:

- a. identify and define authentic problems and significant questions for investigation,
- b. plan and manage activities to develop a solution or complete a project,
- c. collect and analyze data to identify solutions and/or make informed decisions, and
- d. use multiple processes and diverse perspectives to explore alternative solutions.

**5) Digital Citizenship:** Students understand human, cultural, and societal issues related to technology and practice legal and ethical behavior. Students:

- a. advocate and practice safe, legal, and responsible use of information and technology,
- b. exhibit a positive attitude toward using technology that supports collaboration, learning, and productivity.
- c. demonstrate personal responsibility for lifelong learning, and
- d. exhibit leadership for digital citizenship.

**6) Technology Operations and Concepts:** Students demonstrate a sound understanding of technology concepts, systems, and operations. Students:

- a. understand and use technology systems,
- b. select and use applications effectively and productively,
- c. troubleshoot systems and applications, and
- d. transfer current knowledge to learning of new technologies.

**NC Standard Curriculum & Activities:****SAMPLE LESSON PLANS****TIE in Language Arts:****A Family Scrapbook<sup>9</sup>**

<b>Grade Level</b>	<b>Subject</b>	<b>Course Title (secondary)</b>
7	English	English Grade 7
<b>Unit Title</b>	<b>Topic/Lesson Name</b>	<b>Software</b>
The Fabulous Form of Fiction	Home Sweet Home	Microsoft PowerPoint
<b>NCSCOS</b>		
<p><b>1.02</b> Explore expressive materials that are read, heard, and/or viewed by:</p> <ul style="list-style-type: none"> <li>• monitoring comprehension for understanding of what is read, heard and/or viewed.</li> <li>• analyzing the characteristics of expressive works.</li> <li>• determining the effect of literary devices and/or strategies on the reader/viewer/listener.</li> <li>• making connections between works, self and related topics.</li> <li>• comparing and/or contrasting information.</li> <li>• drawing inferences and/or conclusions.</li> <li>• determining the main idea and/or significance of events.</li> <li>• generating a learning log or journal.</li> <li>• creating an artistic interpretation that connects self to the work.</li> <li>• discussing print and non-print expressive works formally and informally.</li> </ul> <p><b>1.03</b> Interact appropriately in group settings by:</p> <ul style="list-style-type: none"> <li>• listening attentively.</li> <li>• showing empathy.</li> <li>• contributing relevant comments connecting personal experiences to content.</li> <li>• monitoring own understanding of the discussion and seeking clarification as needed.</li> </ul>		
<b>NETS Standards</b>		
<ol style="list-style-type: none"> <li><b>1. Communication and Collaboration</b></li> <li><b>2. Research and Information Fluency</b></li> <li><b>3. Critical Thinking, Problem Solving, and Decision Making</b></li> <li><b>4. Technology Operations and Concepts</b></li> </ol>		

<sup>9</sup><http://www.bcps.org/apps/CBTIA/cbtia.aspx?id=4255>

**Technology Use**

Present ideas and information in formats such as electronic presentations, web pages, graphic organizers, or spreadsheets that are appropriate to a specific audience

**Technology Skills Needed to Complete This Activity**

1. Format text
2. Select slide transitions and animations
3. Insert graphics such as photos and clip art
4. Insert sound (optional)
5. Select and add text, graphics, and/or sound appropriate to purpose and audience

**Objective**

Students will analyze details in text about the setting in order to explain how the setting establishes mood and affects the characters.

**Brief Description of the Activity**

During the reading of "Maniac Magee", use the Carousel Brainstorming instructional strategy. Groups rotate throughout the room, brainstorming ideas about what information and memorabilia could be included in a family scrapbook. Find the Carousel Brainstorm topics in A Family Scrapbook Topics Resource (AFamilyScrapbookTopicsResource.doc). After discussing results as a class, groups complete A Family Scrapbook Multimedia Presentation, featuring either the Beale or McNab family as assigned by the teacher. Distribute A Family Scrapbook Multimedia Presentation Resource (AFamilyScrapbookMultimediaPresentationResource.ppt) to students in need of additional support. Distribute A Family Scrapbook Scoring Tool (AFamilyScrapbookScoringTool.doc) to all groups so that students know what to include in the scrapbook.

To differentiate, assign students one slide to complete, and then collate the group's project when done.

**Instructional Technology Assessment**

Use A Family Scrapbook Scoring Tool (AFamilyScrapbookScoringTool.doc) for assessment purposes.

**TIE in Social Studies:****Collaborating With Current Events<sup>10</sup>**

<b>Grade Level</b>	<b>Subject</b>	<b>Course Title (secondary)</b>
6	Social Studies	N/A
<b>Unit Title</b>	<b>Topic/Lesson Name</b>	<b>Software</b>
Current Events	Collaborating With Current Events	Microsoft Word
<b>NCSCoS</b>		
<b>Competency Goal 7: The learner will assess connections between historical events and contemporary issues.</b>		
<b>Objectives</b>		
<p><b>7.01</b> Identify historical events such as invasions, conquests, and migrations and evaluate their relationship to current issues.</p> <p><b>7.02</b> Examine the causes of key historical events in selected areas of South America and Europe and analyze the short- and long-range effects on political, economic, and social institutions.</p>		
<b>NETS Standards</b>		
<ol style="list-style-type: none"> <li>1. <b>Communication and Collaboration</b></li> <li>2. <b>Critical Thinking, Problem Solving, and Decision Making</b></li> <li>3. <b>Digital Citizenship</b></li> <li>4. <b>Technology Operations and Concepts</b></li> </ol>		
<b>Technology Skills Needed to Complete This Activity</b>		
<ol style="list-style-type: none"> <li>1. Use Track changes in Microsoft Word</li> <li>2. Use Add Comments in Microsoft Word</li> </ol>		
<b>Objective</b>		
Students will use media resources to deliberate and advocate issues and policies.		
<b>Brief Description of the Activity</b>		
Assign students to groups. Create a folder in the "Submit Your Work Here" folder for each group. With a mobile lab or in the computer lab, have the students log onto their username and change the Microsoft Word User Information. See the file		

<sup>10</sup><http://www.bcps.org/apps/CBTIA/cbtia.aspx?id=4387>

CollaboratingOnCurrentEventsResource  
(CollaboratingWithCurrentEventsResource.doc) for a detailed explanation. Create a weekly current event or opposing viewpoint document (possible resources: <http://newzcrew.org/webx?allGuidedPostsPV@790.vNzOa1EIsN7.0@> or Opposing Viewpoint Fee-based Database) and post it in each group's folder. Have students take turns throughout the week using the classroom computer and the "Track Changes" feature to edit the document with their responses. Students should be encouraged to respond to other students' postings with the "Add Comment" feature.  
Field Preference: Field Dependent  
Learning Preference: Active, Reflective, Global  
Level of Cognitive Demand: Level 2, Application/Analysis

### **Instructional Technology Assessment**

Use CollaboratingWithCurrentEventsSample  
(CollaboratingWithCurrentEventsSample.doc) as a guide for student use for technology and use CollaboratingWithCurrentEventsScoringTool  
(CollaboratingWithCurrentEventsScoringTool.doc) to assess writing.

**TIE in Mathematics:****Scatter Plot<sup>11</sup>**

<b>Grade Level</b>	<b>Subject</b>	<b>Course Title (secondary)</b>
7 – 8	Mathematics	Pre-Algebra 2000
<b>Unit Title</b>	<b>Topic/Lesson Name</b>	<b>Software</b>
Functions and Graphing	Scatter Plots	Microsoft Excel
<b>NCSCoS</b>		
<u>7<sup>th</sup> Grade</u>		
<b>COMPETENCY GOAL 4: The learner will understand and use graphs and data analysis.</b>		
<b>4.01</b> Collect, organize, analyze, and display data (including box plots and histograms) to solve problems.		
<b>4.02</b> Calculate, use, and interpret the mean, median, mode, range, frequency distribution, and inter-quartile range for a set of data.		
<b>4.03</b> Describe how the mean, median, mode, range, frequency distribution, and inter-quartile range of a set of data affect its graph.		
<b>4.04</b> Identify outliers and determine their effect on the mean, median, mode, and range of a set of data.		
<b>4.05</b> Solve problems involving two or more sets of data using appropriate statistical measures.		
<u>8th Grade</u>		
<b>COMPETENCY GOAL 4: The learner will understand and use graphs and data analysis.</b>		
<b>4.01</b> Collect, organize, analyze, and display data (including scatterplots) to solve problems.		
<b>4.02</b> Approximate a line of best fit for a given scatterplot; explain the meaning of the line as it relates to the problem and make predictions.		
<b>4.03</b> Identify misuses of statistical and numerical data.		
<b>NETS Standards</b>		
<b>1. Creativity and Innovation</b>		

2. **Communication and Collaboration**
3. **Critical Thinking, Problem Solving, and Decision Making**

### **Technology Skills Needed to Complete This Activity**

1. Enter text and data into cells
2. Format a chart

### **Objective**

Students will be able to construct and interpret scatter plots with lines of best fit in Microsoft Excel.

In this activity, students will graph a scatter plot in Microsoft Excel and identify relationships represented in the scatter plot. Project the Scatter Plot PowerPoint (ScatterPlotsPowerPoint.ppt) and have students explain the relationships shown by data on different scatter plots. Use the Scatter Plot Sample (ScatterPlotSample.xls) to model the process of creating a scatter plot in Microsoft Excel. Direct students to open the Scatter Plot Resource (ScatterPlotResource.xls) and follow the directions to create a scatter plot showing the relationship between time spent studying and grade earned as well as TV time and grade earned. Students should print their product. Collect and review the student responses in preparation for the next lesson.

If printing errors occur, the Scatter Plot Printing Parameters (ScatterPlotPrintingParameters.doc) outlines this process of modifying parameters of the Microsoft Excel file so that student work will print on a single page.

Field Preference: Field Independent

Learning Preference: Visual

Level of Cognitive Demand: Level 3, Synthesis/Evaluation

### **Instructional Technology Assessment**

Use the Scatter Plot Scoring Tool (ScatterPlotScoringTool.doc) to assess student products.

**TIE in Science:**

**Journal Entries for Our Changing State  
Online Research Module<sup>12</sup>**

<b>Grade Level</b>	<b>Subject</b>	<b>Course Title (secondary)</b>
6 – 8	Science	Environmental Science
<b>Unit Title</b>	<b>Topic/Lesson Name</b>	<b>Software</b>
Our Changing State	Journal Entries for Unit	Microsoft PowerPoint and a drawing program such as Microsoft Paint
<b>NCSCoS</b>		
<p>Nature of Science As a result of activities in grades 6-8, all students should develop an understanding of:</p> <ul style="list-style-type: none"> <li>• Science as a human endeavor.</li> <li>• Nature of scientific knowledge.</li> <li>• Historical perspectives.</li> </ul> <p>Science and Technology As a result of activities in grades 6-8, all students should develop an understanding of:</p> <ul style="list-style-type: none"> <li>• What technologies are.</li> <li>• Ability to perform technological design.</li> <li>• Understanding science and technology.</li> </ul>		
<b>NETS Standards</b>		
<ol style="list-style-type: none"> <li>1. <b>Creativity and Innovation</b></li> <li>2. <b>Communication and Collaboration</b></li> </ol>		
<b>Technology Skills Needed to Complete This Activity</b>		
<ol style="list-style-type: none"> <li>1. Open and save a template</li> <li>2. Use drawing tools in Microsoft Paint or other drawing program</li> <li>3. Copy and paste drawings from Paint into PowerPoint presentation</li> <li>4. Toggle between programs</li> <li>5. Use keyboard efficiently</li> </ol>		
<b>Objective</b>		
Students will use scientific skills and processes to explain the interactions of environmental factors (living and non-living) and analyze their impact from a local to a		

global perspective.

**Brief Description of the Activity**

Students will complete the Our Changing Piedmont Presentation (OurChangingPiedmontPresentation.ppt) in place of the paper journal. The entries are identical to those found in the guide, but students may type and draw electronically. Students should work in the Normal (editing) view in PowerPoint so that they can type in the existing text boxes and/or paste graphics on the slides. Note that any drawing program may be used. Students may also use clipart, provided they follow all copyright guidelines. This activity is ideal for use in a computer lab, or for stations in the classroom.

Note: This presentation could be forwarded to ensuing grade levels as needed.

**Instructional Technology Assessment**

The content of journal entries is not necessarily assessed. Teachers should use the assessment suggestions in the guide for more information. The attached Our Changing Piedmont Scoring Tool (OurChangingPiedmontScoringTool.doc) assesses the technology only. If desired, save this file and add content-specific criteria.

**IT CERTIFICATION:**

PIT Academy is dedicated to providing rigorous and deliberate tracks as part of the information technology focus. PIT Academy places a great emphasis on future academic and professional careers of its students.

**International Computer Driving License (ICDL):** Teaching NETS will provide our students with a strong foundation in reference to advanced IT certifications. Starting with 8<sup>th</sup> grade, students will have an opportunity to take the International Computer Driving License (ICDL) <sup>13</sup> certification exam. ICDL is the world's largest vendor-neutral end-user computer skills certification and is internationally recognized as the global benchmark in this area. Since ICDL is also NETS aligned <sup>14</sup> students will easily demonstrate their qualifications in the following modules in order to earn their ICDL certification:

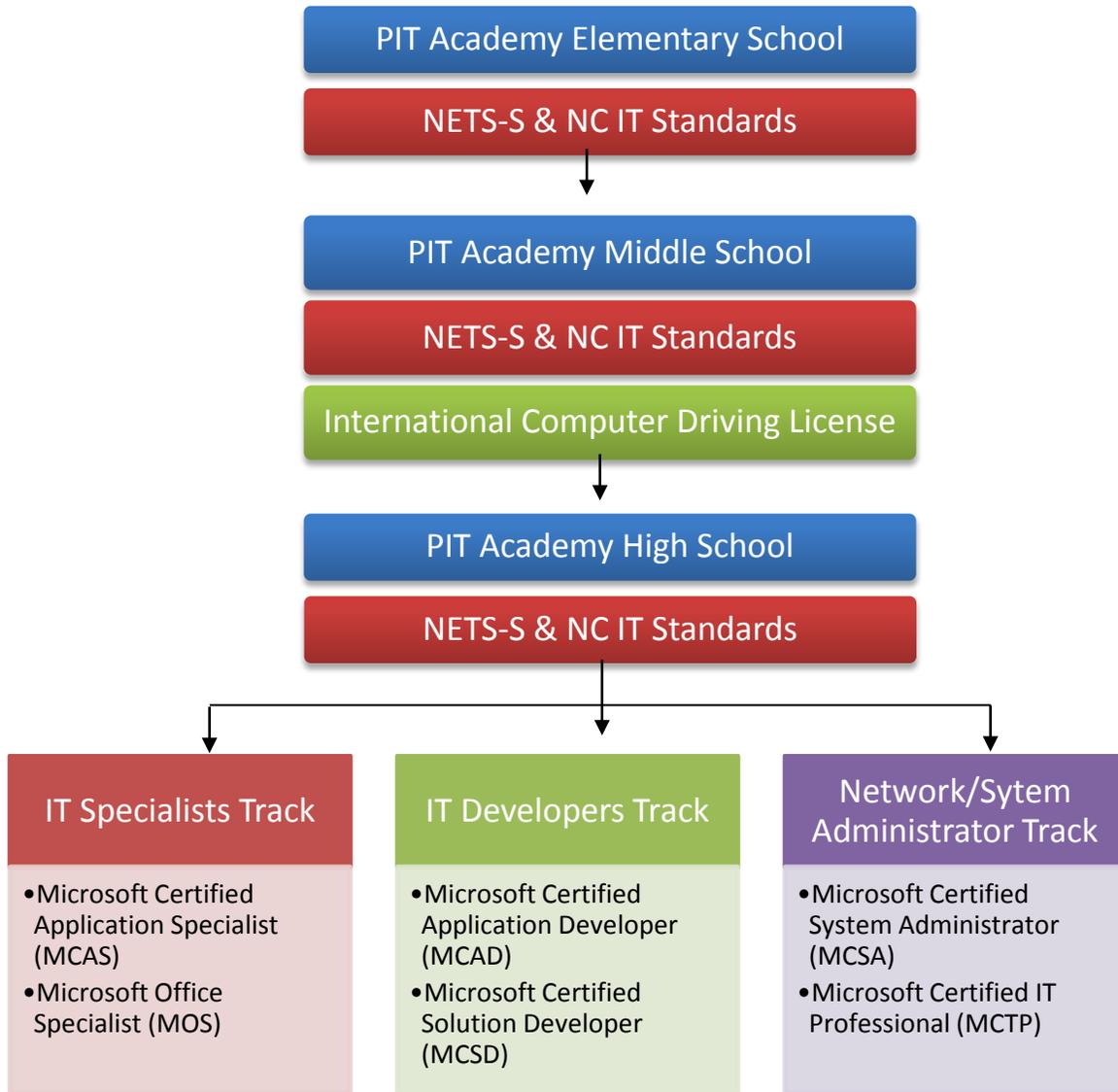
- Basic Concepts of Information Technology
- Using the Computer and Managing Files
- Word Processing
- Spreadsheets, Database, and Presentation
- Information and Communications

**PIT Academy IT Tracks:** Once the students earn their ICDL certification, they will be able to choose an IT track of their interest, each of which target more advanced IT certifications. According to their progress and interests, students may be guided at earlier grades into one of the three IT tracks: IT Specialist Track, Developers Track, and System/Network Administrators Track, which are described below in detail. At any time a student can enroll in one or more tracks or transfer from one track to another, depending on their background in that area. At the end of each quarter, students will be required to complete certain assignments to demonstrate their progress in the track they are pursuing. Students failing in the quarterly assignments may be required to repeat the current phase of the track, or they could be transferred to a track in which they could progress better. A high level representation of the IT tracks is depicted in Figure 1.

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<sup>13</sup><http://www.icdlus.com/>

<sup>14</sup><http://www.iste.org/AM/Template.cfm?Section=Home&TEMPLATE=/CM/ContentDisplay.cfm&CONTENTID=853>



**Figure 1. PIT Academy IT Tracks**

The first track is the “*IT Specialists Track*”, where each student will study to earn either a Microsoft Certified Application Specialist (MCAS) or Microsoft Office Specialist (MOS) certification<sup>15</sup>. The MCAS credential validates skills in using the 2007 Microsoft Office system and the Windows Vista operating system, meeting the demand for the most up-to-date skills on the latest Microsoft technologies. MOS certification provides a valid and reliable measure of technical proficiency and expertise by evaluating students’ overall comprehension of Microsoft Office or Office Project programs. Students who earn a MCAS or a MOS in the earlier grades can be trained to become Microsoft Certified

<sup>15</sup><http://www.microsoft.com/learning/en/us/certification/mbc.aspx#tab2>

Technology Specialists (MCTS)<sup>16</sup> in an area of their interest. By earning the MCTS credential, students will prove their ability to successfully implement, build, troubleshoot, and debug a particular Microsoft technology, such as the Windows operating system, Microsoft Exchange Server, Microsoft SQL Server, or Microsoft Visual Studio.

The second track is “*Developers Track*”, where students pursue a course of study to become either a Microsoft Certified Application Developer (MCAD)<sup>17</sup> or a Microsoft Certified Solution Developer (MCSA)<sup>18</sup>. MCAD certification enables students to demonstrate their ability to use Microsoft technologies to develop and maintain department-level applications, components, Web or desktop clients, or back-end data services. MCSA certification demonstrates students’ ability to design and develop leading-edge business solutions with Microsoft development tools, technologies, platforms, and the Windows operating system. Students who have earned MCAD or MCSA in earlier grades can also pursue a Microsoft Certified Professional Developer (MCPD) certification. MCPD credential validates a comprehensive set of skills that are necessary to deploy, build, optimize, and operate applications successfully by using Microsoft Visual Studio and the Microsoft .NET Framework.

The third track is “*System/Network Administrators Track*”, where students pursue a course of study to become a Microsoft Certified System Administrator (MCSA). The MCSA credential validates students’ ability to manage and troubleshoot network environments in the Windows operating system. It reflects a unique set of skills required to succeed in a variety of job roles, such as systems administrator, network administrator, information systems administrator, network operations analyst, network technician, and technical support specialist<sup>19</sup>. Once a strong foundation is established among the majority of the students, PIT Academy expects to be able to implement a more ambitious high school program like the Dunbar Academy for Technology Excellence (ATE), which has been certified by Microsoft as the first Microsoft Certified High School in the world<sup>20</sup>, and was recognized by former US Secretary of Education Margaret Spellings in 2007<sup>21</sup>. A fundamental characteristic of the Dunbar ATE program is the numerous IT certification courses made available to the students and the requirement of taking IT certification classes for graduation. Similar to Dunbar, PIT Academy will offer a wider variety of IT certification tracks so that its graduates will have the training to apply for many high paying IT jobs or to continue on to higher education.

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<sup>16</sup><http://www.microsoft.com/learning/en/us/certification/mcts.aspx>

<sup>17</sup><http://www.microsoft.com/learning/en/us/certification/mcad.aspx>

<sup>18</sup><http://www.microsoft.com/learning/en/us/certification/mcsa.aspx>

<sup>19</sup><http://www.microsoft.com/learning/en/us/certification/mcpd.aspx>

<sup>20</sup><http://www.microsoft.com/presspass/features/2009/jan09/01-12ITAcademy.mspx>

<sup>21</sup><http://www.ed.gov/news/pressreleases/2007/02/02222007a.html>

### 3. Compliance with Federal and State regulations for serving exceptional children

PIT Academy will have policies and procedures to ensure that all children with disabilities residing in the school's jurisdiction, regardless of the severity of their disability, and who are in need of special education and related services, are identified, located, and evaluated in accordance with NC Procedures Governing Programs and Services for Children With Disabilities<sup>22</sup>. PIT Academy will offer a full inclusion model as much as a student's needs and IEP allow. Research has shown evidence that students with exceptional needs whose educational needs can be met in a regular classroom setting benefit from remaining in that setting. We seek to offer students the least restrictive environment possible for their optimal learning. PIT Academy will provide this fully inclusive model in conjunction with a special education teacher who will make necessary modifications and supplement curriculum for identified students. Special education teacher will collaborate with classroom teachers to ensure that all accommodations and modifications are provided as required by a student's IEP. In addition to supporting students in the regular classroom, special educators will also pull students out of class, as needed, for additional support and assessment. In order to make sure that students are achieving all their IEP goals, PIT Academy's everyday instruction will be differentiated to meet various needs and learning levels. Some of the programs offered to exceptional children at PIT Academy may include the following:

- Extended Time On Assignments
- Multiple Sessions
- Individual Pull-Out Instruction
- In-Classroom Collaboration With The Special Education Teacher
- Preferential Seating
- Small Group Instruction
- Peer Tutoring
- Differentiated Assignments
- Enrichment Activities

PIT Academy shall comply with the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act (ADA) as any other school in the School District. Therefore, students with disabilities who attend the Charter School will be served in the same manner as is other similar public schools in North Carolina. The Charter School is also responsible for the provision of a Free and Appropriate Public Education (FAPE) under the requirements of Individuals with Disabilities Education Act (IDEA) and Section 504 in the same manner as it provides for students in other schools in the district. The charter school shall abide by the provision of a Free and Appropriate Public Education (FAPE) under the requirements of the

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<sup>22</sup><http://www.ncpublicschools.org/ec/policy/policies/procedures>

Individuals with Disabilities Education Act and Section 504 in the same manner as it provides for students in other schools in the district.

The Charter School will comply fully with the Individuals with Disabilities Education Improvement Act (2004), Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act.

### **Admission Criteria to the Charter School**

Students with disabilities may not be excluded from admission to the charter school solely on the basis of their disability. In applying admissions criteria to students with disabilities, individualized determinations must be made as to whether a particular student meets the admissions criteria and those determinations *will* be made on a non-discriminatory basis. Accommodations will be implemented for students with disabilities to be admitted into the program. For example, if students must pass a written examination in order to be admitted to a charter school, a student who is blind would have to be provided appropriate accommodations in order to take the test.

## **4. Entrance and exit requirements as well as graduation requirements (if the school is to be high school)**

**Entrance Requirements:** Any NC resident regardless of the county of residence and who is eligible to receive free public education under NC law is eligible for admission to PIT Academy. No application will be denied based on academic performance or special needs. PIT Academy seeks a population diverse in gender, race, creed, national origin, religion, and ancestry. As students enter PIT Academy, they will be required to provide evidence of the successful completion of the previous school year in the form of a fourth quarter report card, attendance records, and documentation of EOG scores where applicable. A birth certificate and a current immunization record will also be required. Students and families will need to sign and return the contract page of the Student and Parent Handbook verifying their commitment to follow and uphold the standards of Piedmont IT Academy.

**Exit/Graduation Requirements:** PIT Academy will follow the graduation requirements as set by the NC State Board of Education <sup>23</sup>. Every North Carolina high school student must meet:

- Course and Credit Requirements
- Testing Requirements
- Local Requirements

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<sup>23</sup><http://www.ncpublicschools.org/curriculum/graduation/>

**COURSE & CREDIT REQUIREMENTS**  
**(For 9<sup>th</sup> Graders Entering in 2012-13 school year and later)**

<b>CONTENT AREA</b>	<b>FUTURE-READY CORE</b>
<b>English</b>	<b>4 Credits</b> I, II, III, IV
<b>Mathematics</b>	<b>4 Credits</b> (Algebra I, Geometry, Algebra II) OR (Integrated Math I, II, III) 4th Math Course to be aligned with the student's post high school plans <i>A student, in rare instances, may be able to take an alternative math course sequence as outlined under State Board of Education policy. Please see your school counselor for more details.</i>
<b>Science</b>	<b>3 Credits</b> A Physical Science course, Biology, Earth/ Environmental Science
<b>Social Studies</b>	<b>3 Credits</b> Civics and Economics, US History, World History
<b>Second Language</b>	Not required for graduation. Required to meet MAR (minimum application requirements) for UNC.
<b>Computer Skills</b>	No specific course required; students must demonstrate proficiency through state testing.
<b>Health and Physical Education</b>	<b>1 Credit</b> Health/Physical Education
<b>Electives or other requirements</b>	<b>6 Credits required</b> <b>2 Elective credits of any combination from either:</b> – Career and Technical Education (CTE) * – Arts Education – Second Languages <b>4 Elective credits strongly recommended (four course concentration) from one of the following:</b> – Career and Technical Education (CTE) * – JROTC – Arts Education (e.g. dance, music, theater arts, visual arts) – Any other subject area (e.g. mathematics, science, social studies, English)
<b>Total</b>	21 Credits plus any local requirements

\* PIT Academy aims to empower all students to be successful citizens, workers and leaders in a global economy. For this reason, PIT Academy's career and technical

elective courses will be designed according to NC Technology curriculum, NC Business and IT curriculum and the three IT tracks provided by the school. Students will be guided to be able to select the appropriate elective courses to successfully meet the requirements of the track and certification that they aim.

**Testing Requirements:** All students must demonstrate computer proficiency by passing the Computer Skills Test. This test is predominately given to students for the first time in the eighth grade. Students who do not pass the test the first time are given multiple opportunities in subsequent years to retake the test.

- For students entering high school for the first time as a 9<sup>th</sup> grader in 2012-2013 school year or later, he or she must pass five essential end-of-course tests to receive a diploma:
  - Algebra I
  - Biology
  - English I

A student who does not score at proficiency level III or above on the end-of-course assessment for any of these courses but who passes the course shall be offered the opportunity to retake the assessment no later than three weeks from the receipt of assessment results. If the student does not score at or above proficiency level III on the retest, school officials shall apply a review process to provide focused intervention, a second retest opportunity, and a review of the student's documentation to determine whether the student has met the exit standard for the course. The principal shall make the final decision as to whether the student has met the exit standard.

A diagnostic test will be administered at the beginning of the 6<sup>th</sup> grade for proper placement. This way, students will be given an opportunity to take high school course(s) during middle school years. However, for each high school mathematics course completed in middle school, an additional mathematics course, with the appropriate prerequisites (Algebra 2 or Technical Mathematics 2 for the College Tech Prep Course of Study and Algebra 2 or Integrated Mathematics 3 for the College/University Prep Course of Study) is needed.

**Union County Requirements (Local Requirements)<sup>24</sup>:** The End-Of-Course (EOC) test results will count as 25 percent of a student's final grade. According to state testing guidelines, students may not withdraw from a course that has an End-of-Course (EOC) test after the first 10 days of instruction. Students enrolled in the EOC courses must score at least a 70 on the state's adjusted score and meet all other course requirements (attendance, written work, test scores, homework, etc.) in order to receive credit for the course. A student who fails to score at least a 70 on the state EOC test may receive credit for the course if:

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<sup>24</sup>[http://seced.ucps.k12.nc.us/documents/POS2010\\_Web\\_Version.pdf](http://seced.ucps.k12.nc.us/documents/POS2010_Web_Version.pdf)

- The student chooses to retake the test before the end of the year and scores 70 or higher. (Explanation: If the student's final average (including the EOC score) is a D and the student chooses to re-take the EOC exam within 6 weeks of the end of the semester and scores a 70 or higher, the student can be given credit for the course. The recorded grade shall be the original final average.)
- The teacher and principal determine through documentation that the student is on grade level and is receiving a final grade of A, B, or C in the course. (Explanation: If the student's final average [including the failed EOC score] is an A, B, or C, the teacher and the principal can determine through documentation that the student has met all other course requirements and the student can be given credit for the course. The recorded grade for the course shall be the original final average.)
- The student attempts remediation through OdysseyWare or tutoring, retakes the test, and scores 70 or higher.
- The student retakes the course and receives a passing grade from the teacher both the first and second time, exclusive of the EOC score. (If the student retakes the course and receives a passing grade from the teacher (based on the average of the three six-weeks marking periods and exclusive of the EOC score) both the first and second time, the student may be given credit for the course. The recorded grade shall be the last grade earned).

**5. The school calendar** (must provide instruction for a minimum of 185 instructional days); (G.S.115C-238.29F(d)(1))

PIT Academy will provide instruction for a minimum of 185 days by following the Union County Public School System's traditional school calendar. However, the school reserves the right to make any necessary changes in the calendar so long as said change(s) is/are in compliance with N.C.G.S.115C-238.29F(d)(1).

**6. A concise description of any evaluation tool or test, if any, that the proposed charter school will use in addition to any state or federally mandated tests and how this data will be used to drive instruction**

**Benchmark Assessments of the Standards:** Benchmark assessments are short tests administered throughout the school year that give teachers immediate feedback on how students are meeting academic standards. Regular use of benchmark assessments is seen by many as a tool to measure student growth and design curriculum to meet individual learning needs<sup>25</sup>. These frequent, periodic assessments measure students'

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<sup>25</sup>"What Are Benchmark Assessments and How Do They Work?" Retrieved 13 May 2009 from EdEvidence: Newsletter of the Regional Educational Laboratory Northeast and Islands. Website: <http://www.relnei.org/newsletters.php?nlid=19&nlapno=6>

progress through the curriculum and/or on material in state exams. This is in alignment with PIT Academy's results-driven instruction method. Due to the critical factor of providing intervention as early and as focused as possible, PIT Academy will utilize benchmarks for the Student Accountability Standards. These benchmarks will be administered at grades 3- 8 in reading, writing, science, math, and in End Of Course (EOC) tested courses in high school in the proper sequence and frequency. For benchmark assessment, nationwide-known standardized achievement tests will be used, such as, Measure of Academic Progress (MAP), Iowa Test of Basic Skills (ITBS), Cognitive Abilities Test (CoGAT), and/or Stanford Achievement Test (SAT).

**Participation in North Carolina Testing Program:** PIT Academy shall comply with the North Carolina Testing Program, including NC ABCs Accountability Model, EOG Tests, EOC Tests, and other federal and state mandated tests, writing assessments, computer skills assessment, and student portfolio requirements. Below is the summary of the program.

**1. Elementary school students are required to take the following NCDPI assessments:**

- Grade 3 Pretest in the first three weeks of the school,
- End of Grade Tests (EOGs) -Mathematics and Reading Comprehension at grades 3, 4 and 5
- End of Grade Test (EOG)- Science at grade 5.
- The North Carolina Writing Assessment at grade 4

**2. Middle school students are required to take the following NCDPI assessments:**

- End-of-Grade Assessments (EOGs) in Grades 6, 7, and 8 for Mathematics and Reading
- End-of-Grade Test (EOG) in Grade 8 Science
- The North Carolina Writing Assessment at Grade
- North Carolina Test of Computer Skills at Grade 8; (This test has been removed, but PIT Academy will follow state requirements should the test reinstated)

In addition to meeting local promotion requirements, students in grade 5 and 8 shall demonstrate proficiency by having test scores at Level III or above on an end-of-grade test in both reading and mathematics. Additionally, the School shall use the grade 7 writing assessment as a screen to determine whether students are making adequate progress in developing writing skills. If a student has not scored at or above proficiency level 2.5 on the grade 7 writing assessment, the school shall provide intervention and assistance to develop writing skills.

**3. High school students are required to take the following assessments:**

- The North Carolina Writing Assessment at Grade 10

Alternate assessments are available for many of the state tests for students with disabilities who have Individualized Education Programs (IEPs) and students with limited English proficiency who meet specific eligibility requirements.

**4. High school students enrolled in the following courses are required to take the NC EOC Tests.**

Algebra I, Biology, and English I.  
All students at grade 10 will take writing assessment.

**7. A description of the student achievement goals for the school's educational program and the method of demonstrating that students have attained the skills and knowledge specified for those goals. These goals should include specific and measurable performance objectives over time. A timeline should be included to highlight how the school proposes to meet its objectives**

PIT Academy will participate in the NC ABCs Accountability Model and conduct the statewide testing required as in all NC public schools, hence achievement goals will be based on the results obtained from the assessments in the ABCs Accountability Model. Specific achievement goals are given below for each academic school year:

- The percentage of PIT Academy students who score at Level 3 or above in reading tested in End of Grade (EOG) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who score at Level 3 or above in mathematics tested in End of Grade (EOG) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who score at Level 3 or above in writing tested in North Carolina Writing Assessments at grade 4\*, 7\*, and 10 will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system. (\*These assessments are currently piloted state-wide.)
- The percentage of PIT Academy students who score at Level 3 or above in any subject tested in End of Course (EOC) at any grade will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- The percentage of PIT Academy students who are eligible for free and reduced lunch and who score at Level 3 and above in subjects tested in EOC or EOG will

exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.

- The mean score of PIT Academy Juniors and Seniors who take the SAT Test or American College Testing (ACT) will exceed the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- Student graduation rate at PIT Academy will be higher than the same of 85% of non-charter public schools with similar demographics in Union County Public School system.
- College acceptance rate of PIT Academy students will be higher than the same of 85% of non-charter public schools with similar demographics in Union County Public School system.

**8. An explanation of how the school will provide assistance to students that are not performing at expected levels to ensure the continued progress of student growth. The applicant needs to define their “expected levels” of performance and delineate a plan accordingly**

At any year of the school's operation the school administration shall create Responsiveness to Intervention (RTI) Action Plan to identify that are not performing at expected levels or showing continuous student growth. A team of teachers and administrators will produce an assistance plan for those students who did not meet the expectations that are described in the previous section including but not limited to the following:

- Meeting with parents and discussing the results, informing the parents how they can help to achieve the standards.
- Providing extra instruction time to those students during or outside the regular school day or calendar, such as in the summer or weekends.
- Providing extra learning resources to take home with the students for self-study.
- Monitoring the progress more frequently in order to ensure the close of the achievement gap.

With these and other appropriate intervention techniques any deficiency that may have been reported in the school's report regarding the overarching goals shall be rectified the next year at least with a percentage of 30% or higher. After two years of intervention the initial deficiency shall be totally removed from the Charter School's report.

These goals shall be applied only for those students who were enrolled at the Charter School at least 75% of the school calendar in order to gain an impact by the Charter School's intervention and assistance programs.

In all public reports privacy concerns shall be addressed appropriately. Specifically, any subgroup data with 10 or fewer students shall not be publicized, but this section shall still apply for the purposes of accountability and the subgroup data regarding achievement of performance goals shall be provided to the North Carolina Department of Public Instruction.

## **9. Details of the proposed charter plans to involve parents and community members in the school**

Parents, community, and professional educators shall be involved with the governance and operations of the school directly through the Board of Directors elections, and indirectly through the committees that may be appointed by the Principal, his/her designee or the Board of Directors with representation from parents, community, and educators.

From time to time educators and community members with special expertise areas may be called for by the Board of Directors meetings to inform the Board of their respective educational knowledge at the request of the Board of Directors.

Parents shall be encouraged to share their educational resources with the school instructional staff and a section where parents directly address the Board of Directors shall be incorporated to each regular Board meeting for parents, community, and educators to bring up their concerns or praises in the governance and operations of the school.

The School will encourage and assist to form a Parent Voluntary Organization (PVO). The School PCO will coordinate with the school administration to support students and instructional activities in achieving its mission to provide the highest quality education to the students and to contribute to their development as responsible citizens. The primary role of the PVO is to assist and support the school, staff, teachers, student body, and other parents in organizing and implementing activities, projects, events, fund-raising, and day-to-day tasks. The secondary goal of the PVO is to bring school families closer together through social, educational, and spiritual events.

Parents will also be invited to participate in school improvement team and school culture committees. The teams will represent demographics of the student population and will be given opportunities to voice out their solutions and recommendations.

For broader involvement of the Union County community, the school will form Advisory board to involve representatives of local businesses and gatekeepers. Similarly, PIT Academy will seek to form partnerships with local and regional colleges and universities.

## **10. Explanation of how the school will meet the needs of gifted students, English language learners, and other at risk students. Includes details of the school's process for identification and service of these students**

### **Learning Opportunities for Students At-risk of Academic Failure**

Research has shown that students of color, students with limited English proficiency, and students from economically disadvantaged families are at risk of academic failure.

Our approach to students at risk of academic failure is "catch them before they fall".

Thus, early identification of at-risk students through on-going observation and

assessment is critical. These strategies are proven to be effective to improve learning of students who are identified as at risk of academic failure:

- Increasing students' self efficacy and motivation to learn: Students who are at risk of academic failure usually need support to increase their self efficacy and motivation to learn and to develop positive attitudes towards learning. Students will experience a *caring, sustained relationship*. They will be provided manageable and achievable tasks at their level and the difficulty level of the task will be increased as they accomplished more. This will create a sense of accomplishment, prevent frustration and will help to increase students' self-efficacy.
- A three-tiered approach: In the three-tiered approach, Tier-1 refers to the instruction through core program. Tier-2 is to providing supplemental and extended instruction. Tier-3, the final tier, is an intense and individualized intervention.

Usually, students who are at risk of academic failure will need supplemental and extended instruction (Tier 2), in addition to receiving instruction through the core program (Tier 1). Applying Vygotsky's concept of zone of proximal development, which is the areas that a student can accomplish a skill with a more skilled individual's help, the individual will be moved to the level that the student can do by himself. A more skilled individual could be a peer, an adult or a teacher. Therefore, at the tier 2 level, after identifying the areas of difficulty that put the students at risk, the following strategies will be followed:

- a. *Individualized student instruction* will be provided: Some students may need additional time and one-on-one teaching to master the content. The student will be provided additional materials and variety of instructional strategies at his level. Tutoring will be provided by the teachers and other peers.
- b. *Small group instruction*, including students with heterogeneous and homogenous abilities, will be provided.
- c. *Family involvement* will be increased. It will be done by sending materials and resources to home, educating parents to help their children completing their homework and learning, and structuring routines and homework times, having parents volunteering and visiting in school and informing parents about the progress of their children.

If the student does not respond to Tier 2, a Tier 3 intervention will be provided. At the Tier 3 level, along with the strategies used at the Tier 2, an alternative program(s), which is proven to be effective with students who do not respond to Tier 2, will be implemented. Collaboration within school staff and across NC public school system staff will be needed. If the student's response to intervention (RTI) at Tier 3 is not at the expected level, an alternative intervention will be used. The school personnel will work closely with the state personnel as well as students' family.

- Extended before school, after school, weekend and summer programs: During the school-year, the PIT Academy will provide before school, after school and weekend

programs where various instructional support and extra-curricular activities will be implemented. Additional instructional support will be offered during the summer to prepare students who may be at the edge for the next year and to minimize the summer lost.

- English Language Learners: Instructions designed to enhance language acquisition as well as content comprehension of ELL students will be provided. Teacher will coordinate with a reading specialist or ESL teacher.

### **Academically or Intellectually Gifted (AIG) Students**

- Identification of Gifted Students: Test of Cognitive Skills (TCS), which is also used by some North Carolina public schools, will be used to identify AIG students. In addition, on-going assessments and teachers' observation of classroom behaviors and performances will be used.
- Differentiated, advanced and challenging instruction: Gifted students will have individualized educational plans (IEP; based on the test results and on-going assessments) that will fit their needs and facilitate their growth in the area that they are gifted. Teachers will provide enriched, advanced and challenging instruction for subject acceleration, follow a differentiated curriculum, and use research based supplemental resources.
- Highly qualified personnel and professional Development: PIT Academy will recruit competent teachers and professionals and provide professional development to meet the needs of AIG students. Collaboration with Union County's AIG specialists will be facilitated.
- School Year Programs and Summer Camps: PIT Academy will collaborate with local and statewide community organizations (higher education institutions, and other private and public institutions) to provide gifted students with experiences and programs that suit their needs best so that they develop their potential.
- Academic competitions: PIT Academy students will participate in competitions organized within the school, district wide, statewide and nationwide.
- Advanced Curriculum Opportunities: These curriculum opportunities will include on-campus or online advanced placement courses, honors classes, and college connection courses

**B. SPECIAL EDUCATION** (G.S. 115C-106)

The charter school must accept special needs children under the federal legislation *Individuals with Disabilities Education Act (IDEA)* (20 U.S.C. 1400 Et seq.) and the state legislation (G.S. 115C-106 Et seq.).

Provide a clear and thorough explanation of the procedures the proposed charter will follow to insure compliance of the above laws.

PIT Academy shall not discriminate against any student on the basis of ethnicity, national origin, gender, or disability. Except as otherwise provided by law or the mission of the school as set out in the charter, the school shall not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude, athletic ability, disability, race, creed, gender, national origin, religion, or ancestry.

The Board will ensure that PIT Academy will operate in accordance with all applicable federal and state regulations concerning special needs students. As stated in the Admissions Policy and Lottery Procedures, “no application will be denied based on academic performance or special needs.” PIT Academy seeks a population diverse in race, creed, national origin, religion, and ancestry. Students with an IEP will be provided a full-inclusion program with the input of the special education teacher as much as a student's needs and IEP allow. Special educators will also pull students out of class, as needed, for additional support and assessment. All efforts will be made to fulfill the mandates of the IEP.

**(a) Procedure for identifying students with special needs, developing IEP's, and providing related and transition services.**

Students with special needs, including students eligible under Section 504, will be identified according to the NC Department of Public Instruction regulations and recommended procedures. Students will be provided with a full range of services and placements to fulfill the special education requirements identified for students with disabilities.

An Individualized Education Program (IEP) will be developed in accordance with standard practices for each student with disabilities by team including:

- parents or guardian;
- the student, where appropriate;
- the special education teacher and/or the special education related service provider as appropriate;
- at least one of the student's general education teachers;
- a Local Education Agency (LEA) representative (as documented in the MOA) who can commit resources;
- a school psychologist if evaluation results are discussed or if a reevaluation plan is developed by the Charter School; and

- other individuals who have knowledge or special expertise regarding the student, including related or specialized services personnel as appropriate.

The IEP team will be responsible for the development of Individualized Education Plans. Further, the IEP team will determine appropriate services to be provided for students to include transition services, assistive technology services, and related supports.

**(b) Implementation of special education requirements, including the full range of services and placement that will be made available to those students.**

The student's IEP will reflect all the elements required by the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act. The services will include intense elements:

- student's present levels of functioning and academic performance;
- measurable annual goals and, where appropriate, short-term objectives;
- special education, related services, and supplementary aids and services;
- a statement of program modifications and/or supports to be provided for the student;
- the extent (if any) to which the student will participate with non-disabled students in the general education class and extracurricular activities;
- any individual modification in the administration of state or other required assessments of student achievement needed for the student to participate in the assessments;
- projected date for the beginning of services and modification and anticipated frequency, location, and duration of services and modifications;
- how progress toward annual goals will be measured;
- transition services for students ages 13 years and above; and
- documentation that the student has been informed of his/her rights that will be transferred to the student upon reaching the age of majority;
- Evaluation procedures will be administered in accordance with federal regulations to determine whether a student is disabled and the nature and extent of the special education and related services that the student needs. The use of this term means procedures are used selectively with an individual student and does not include basic tests administered to or procedures used with all students in a school, grade, or class. Prior to conducting any school-initiated evaluation, the Charter School will request parental/guardian permission for the proposed action through written notification. The notification will include the following information:
  - reasons for the requested evaluation and the name of the person who initiated the process;
  - proposed evaluation procedures;
  - statement that after obtaining parent permission for evaluation, the evaluation will be completed and that the parents/guardian will be informed of the evaluation schedule;
  - description of the areas that are being assessed;
  - description of how the findings of the evaluation will be used;
  - statement that the parents will be informed of the results of the evaluation;
  - description of all procedural safeguards available;

- statement of the parent’s right to refuse permission for the evaluation, with the understanding that the Charter School or other agency can request an official hearing to present its reasons and try to obtain approval to conduct the evaluation;
- explanation of other rights pertaining to the evaluation process;
- list of the sources whereby parents may obtain free/low cost legal services;
- declaration that the student will not be placed in special education without the knowledge and written approval of the parent; and
- statement of any other factors relevant to the proposed action.
- After obtaining parent/guardian permission for evaluation or following a decision through the official hearing (subject only to State Educational Agency appeal), the evaluation must be completed.
- Following the evaluation, the Charter School will notify the parents/guardian that the evaluation has been completed. The notice shall include the following, with the exception of the items specified which are pertinent to both permission for evaluation and placement;
  - results of the evaluation and the educational implications;
  - statement of the parents’/guardian(s)’ rights to attend a meeting of the IEP team;
  - a statement of the parents’/guardian’s right of refusal of permission for placement;
  - an explanation of other rights pertaining to the placement process;
  - a full description of all procedural safeguards available;
  - a declaration that the student will not be placed in special without the knowledge and written approval of the parent;
  - a list of the sources where the parents/guardian may obtain free/low cost legal services; and
  - a statement of any other factors relevant to the proposed action.

The Charter School will comply with all federal and state laws regarding accommodations for students with impairments and will not discriminate against individuals who are believed to be handicapped or who were handicapped at one time.

The school will adhere to the criteria for eligibility, reporting, and official records for accommodations in Section 504. The Charter School staff will receive professional development on an on-going basis to assure that students who may qualify are identified in a timely manner and instructional delivery as well as other interactions is conducted appropriately and effectively.

**(c) Implementation of transition services and assistive technology needs that will be addressed.**

The Memorandum of Agreement (MOA) will outline how the Charter School will provide Section 504 and Special Education Services and how those services will be provided. Transition services and assistive technology needs will be provided through contracted services with Union County Schools District. In case the District is not able to provide the necessary services, the Charter School will procure them through qualified location providers. The Memorandum of Agreement (MOA) is a legally binding document created to ensure that quality services for special needs students at the Charter School are provided. Union County Schools District, the sponsoring district, will ensure that a seamless provision for support and services exists. The MOA specifically details how

the entities will work cooperatively to ensure that students with disabilities receive appropriate accommodations, modifications, and services.

**C. STUDENT CONDUCT AND DISCIPLINE** (G.S. 115C-238.29B(b)(12); G.S. 115C-238.29F(d)(4 and 5))

Provide drafts, included in this section (do not include as an appendices), of student handbooks and other policies governing student conduct and discipline. Include policies and procedures governing suspension and expulsion of students. Specifically address these policies with respect to exceptional children. Also describe how a parent could appeal the decision of a school administrator through a grievance process.

PIT Academy's draft Student and Parent Handbook is given **starting with the following page**. Within the Student and Parent Handbook, student conduct and discipline, and policies and procedures governing suspension and expulsion of students as well as how these policies address exceptional children are mentioned.

# **Piedmont IT Academy**

**Union County, NC**

**A Proposed North Carolina Charter  
School**

**<http://www.pitacademy.org>**

**Student & Parent Handbook  
(DRAFT)**

## DUE PROCESS AND STUDENTS' RIGHTS & RESPONSIBILITIES

<b>STUDENTS' RESPONSIBILITIES</b>	<b>STUDENTS' RIGHTS</b>
<ul style="list-style-type: none"> <li>• To be caring and honest,</li> <li>• To do his or her best to learn and master all he/she can,</li> <li>• To respect school rules, regulations, and policies,</li> <li>• To be sure that personal expressions do not interfere with the rights of others,</li> <li>• To follow state law and school policies concerning substance abuse,</li> <li>• To respect and protect the personal and property rights of others and of the school,</li> <li>• To treat all members of the community with full respect, fairness, and courtesy,</li> <li>• To abide by all the expectations of the school and its community,</li> <li>• To follow the prescribed guidelines for participation in school activities, AND</li> <li>• To adhere to due process procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• To feel safe in the school environment,</li> <li>• To take full advantage of the learning opportunities,</li> <li>• To work in an environment free from disruptions,</li> <li>• To express his or her opinions, ideas, thoughts, and concerns,</li> <li>• To have a healthy environment that is smoke alcohol, and drug free,</li> <li>• To use school resources and facilities for self-betterment under appropriate supervision,</li> <li>• To expect courtesy, fairness, and respect from all members of the community,</li> <li>• To be informed of all expectations and responsibilities,</li> <li>• To take part in a variety of school activities, AND</li> <li>• To have the right to due process.</li> </ul>

All students at PIT Academy are entitled to the rights guaranteed by the United States Constitution and Bill of Rights, and their rights will not knowingly be denied by the required code of conduct or by any disciplinary actions taken by the school. Any student, who exhibits any of the unacceptable student behaviors or Conduct Violations listed in this handbook, or added to this list at a later date, will suffer immediate consequences. These consequences range from notification of parents, isolation, detention, and emergency removal from a school activity, to suspension, expulsion, and criminal prosecution. In all instances, PIT Academy's policies and procedures governing due process for suspensions and expulsions will follow North Carolina Education Law. All students at PIT Academy have the right to feel physically, emotionally, and intellectually safe. Therefore, if at any time you feel you are the subject

of harassment, hazing, threats, or other intimidating behavior, you should immediately speak to an administrator about the problem. The situation will be investigated as soon as possible. All reports will be kept completely confidential. Similarly, if you are concerned about the safety of a student who seems to be the subject of harassment, hazing, or threats, you should immediately speak to an administrator about the problem. The situation will be investigated as soon as possible, and reports will be kept completely confidential.

## CODE OF CONDUCT

### CONDUCT INFORMATION

It is our belief that good discipline is one of the cornerstones of a good education, and that to ensure good discipline a close, cooperative relationship must exist between the home and the school. It is our goal to provide close communication with parents at the onset of discipline problems, so that together we can find alternatives for students and they can experience success in relationships at home and school.

For this discipline program to be successful, the school will be teaching students all rules and procedures as well as good character traits. Students must make choices for themselves and **be responsible for their own behavior as well as for their academic performance**. Students who make poor choices cannot, and should not, place blame on the environment, parents, the school, and/or peers. While the school will help students develop good decision-making skills, ultimately, the future is determined by each student's own actions. The procedures in the discipline program will be followed in a fair and consistent manner.

### RESPONSIBILITY FOR INDIVIDUAL ACTIONS OR CHOICES

It is expected that every individual will accept responsibility for his/her own actions, whether intentional or unintentional. Often harm caused to other persons or their possessions is unintentional, or the result of careless behavior. This, however, does not excuse or diminish the personal responsibility of the student (and/or his/her parent/guardian) to make appropriate restitution. When known and verified by an administrator, any harm caused to another will be reported to parents. Neither PIT Academy employees, nor the Board of Directors, assumes any liability for the intentional or unintentional harm caused by any student to another individual or his/her possessions.

PIT Academy has as its goal to help every student fulfill his/her intellectual, social, physical and emotional potential. Everything in and about the school has been designed to create an orderly and distraction-free environment in which all students can learn effectively and pleasantly. To foster this kind of learning environment, the PIT Academy administrators and teachers shall not allow inappropriate, distracting, or disorderly behaviors to occur during school, on school property, or at any school-sponsored activities. Students who continuously disregard the code of conduct may be recommended to the Board of Directors for expulsion.

Our ultimate goal is to develop in students a sense of responsibility and self-discipline. Firm but fair is the basis for this system wide discipline program. Guidelines are provided in order to foster mutual respect and cooperation within the school setting. PIT Academy takes seriously its responsibility to educate its students in a safe and drug free school where they are free from fear of harm or intimidation. Weapons, drugs and gang activity will not be tolerated. Students who violate PIT Academy rules, or State laws related to these offenses, will be suspended or expelled from school. Violators will also be reported to police and may be arrested. These rules apply to all students at school

or school-sponsored activities, including field trips and on buses, athletic fields, stadiums, parking lots, official school bus stops, and other sites used for school-sponsored activities.

## **CONDUCT VIOLATIONS**

Conduct violations referred to the office for disciplinary action may warrant possible consequences as specified in this code of conduct. The principal or his designee will make the final determination of consequences. Most consequences for violations will be administrative lunch detention, in-school suspension or out-of-school suspension. Offenses include but are not limited to:

### **Citations**

Minor correctable misconduct reports issued to students in or outside of the classroom will be handled by the issuance of **Citations**. Any PIT Academy employee who observes a student engaged in inappropriate behavior outside of the classroom can issue a **Citation**. These **Citations** will not be noted on a student's permanent discipline transcript. However, they will be entered on PITConnect for parental viewing, and students who receive more than three **Citations** in one semester may receive an **Office Referral Form** for excessive misconduct/violations.

### **Intervention Referrals**

Minor disruptive conduct within the classroom shall be handled using the School-Wide Management Plan. First, the student will be given a **Verbal Warning**. Second, the student will be placed in **Isolation**. Should misbehavior continue after the first two steps, the teacher will complete an **Intervention Referral Form** and send the student to the Discipline Coordinator.

Students must bring the needed materials described in the course syllabus to class each day. Failure to do so will result in an immediate referral to the Intervention Room with an **Intervention Referral Form** describing the manner in which the student was not prepared for class.

These **Intervention Referral Forms** will not be noted on a student's permanent discipline transcript. However, they will be entered on PITConnect for parental viewing and students who receive more than three **Intervention Referral Forms** in one semester may receive an **Office Referral Form** for excessive classroom misbehavior/violations.

## Demerit point system:

The demerit points system involves the allocation of penalty points (demerits) for a range of disrespectful behaviors. Students will have demerit points recorded on their records. The student begins with zero demerit points, and accumulates points for each disrespectful behavior that is shown in the list below. If a student accumulates 10 points, after school detention will be assigned by the discipline coordinator. After school detention will be Monday – Friday 3:30 – 4:15.

<u>Violation</u>	<u>Form</u>	<u>Point</u>
Being unprepared to class	Citation	1
Not working on assigned tasks	Intervention form	1
Excessive talking during class	Intervention form	2
Disrespectful manners to Teacher	Intervention form	3
Passing notes in class	Citation	1
Make-up outside of restroom	Citation	1
Out of seat	Intervention form	3
Bringing pop or drink to class	Citation	1
Improper Language/ Profanity	Office Referral	7
Running in hallway	Citation	1

<u>Violation</u>	<u>Form</u>	<u>Point</u>
Chewing gum	Citation	2
Tapping	Intervention form	3
Disturbing class	Intervention form	3
Misbehavior outside of school, during clubs or tutoring	Citation	2
Horse-playing	Citation	3
Throwing stuff in class/hallway/cafeteria	Citation	3
Dress code violation	Citation	2
Talking back to teacher	Citation	3
Using cell phone, mp3 player, etc. in class	Office Referral	5
Threatening - verbal or written	Office Referral	7

Lack of cooperation	Intervention form	2
Leaning back in chair	Citation	1
Antagonistic behavior/ Insubordination	Office Referral	5
Inappropriate hallway behavior	Citation	2
Inappropriate cafeteria behavior	Citation	2
Eating/drinking outside designated area	Citation	2
Verbal exchanges/ arguing	Intervention form	3

Destruction of school property	Office Referral	7
Throwing stuff from window	Citation	3
Humming/Singing/ making noises	Citation	3
Leaving the classroom without permission	Office Referral	5
Leaving paper/trash on the floor	Citation	2
Drawing/writing in textbooks	Citation	2
Failure to follow classroom instructions	Intervention form	3

## Office Referral Forms

Once an *Office Referral Form* has been submitted, the administrator will determine the consequence of any unacceptable student behavior. The parent/guardian will receive notice of the student's discipline problem and the consequence administered for any infraction resulting in disciplinary action that will be filed on the student's discipline transcript. The consequence may be one of the following, according to the seriousness of the misbehavior, and not necessarily in this order:

- Withholding of Privileges
- Administrative Warning
- Referral to Student Support Team (SST).
- Student / Administrator Conference
- Student / Teacher / Administrator Conference
- Student / Teacher / Parent / Administrator Conference
- Administrative Lunch Detention
- After School Detention
- In School Suspension
- Out of School Suspension
- Option to Withdraw
- Recommendation for Expulsion

<b>Violations that may result in an Office Referral</b>
1. Disruptive behavior
2. Interference with classroom activity
3. Defiance of authority or failure to follow direction
4. Not signing <i>Verbal Warning/Isolation Log</i> when assigned
5. Truancy from school
6. Being in the hall without a pass
7. Leaving campus without permission
8. Leaving class or designated area without permission
9. Being Absent With-Out Permission (AWOL) – not reporting to class assigned
10. Failure to report to designated area – Intervention Room, Administrative Lunch Detention, etc. (this includes taking more than 5 minutes to report to the area without a legitimate pass)
11. Providing false information or lying
12. Academic Dishonesty - Cheating or Plagiarism
13. Failure to identify oneself immediately or giving false identification
14. Selling items on school property or while traveling to or from school without permission
15. Public displays of affection (PDA)
16. Inappropriate gestures or acts
17. Verbal abuse
18. Acts of bigotry or prejudice
19. Acts of sexual harassment
20. Name calling, taunting or teasing
21. Profanity, obscenity or offensive/bad language
22. Technology violations – IM'ing, e-mailing, visiting personal websites, other unauthorized use.
23. Use or possession of cameras, beepers, pagers, cell phones, hats, sunglasses, curlers, headphones, headsets, radios, CD players, MP3 players, i-Pods, PSP's, electronic games, trading cards, water guns, skateboards, etc. (These items will be confiscated and kept by the appropriate Assistant Principal until they are picked up by the parent.)
24. Unauthorized audio or video recording on school campus or at school sponsored event
25. Dress code violations, which result in exposure (skirts too short, or top of pants below buttocks, etc.)
26. Repeated acts of misbehavior and/or violations of school rules resulting in a multiple <b>Citations</b>
27. Repeated acts of disruptive classroom behavior resulting in multiple <b>Intervention Referrals</b>

**SEVERELY DISRUPTIVE BEHAVIOR and/or EXTREME CONDUCT VIOLATIONS**

There are some behaviors which are extremely disruptive to the learning environment and must be immediately reported to the Discipline Coordinator using an **Office Referral Form**. Such offenses are considered serious and therefore, **the consequences for such actions will result in immediate short-term out-of-school suspension or long-term out-of-school suspension pending a Board of Directors hearing for expulsion**. These behaviors are outlined below, but are not limited to:

Violations that require an Office Referral and immediate Out-of-School Suspension (OSS) or Expulsion
§.Repeated or chronic verbal abuse
§.Verbal/written threats or assault/battery upon another student
§.Verbal/written threats or physical assault of staff members or school employees
§.Possession of a deadly weapon.
§.Use of any weapon, mace or pepper spray.
§.Unauthorized possession of dangerous instruments.
§.Use of a dangerous weapon/instrument to intimidate or injure.
§.Willful or dangerous acts (examples: firecrackers, stink or smoke bombs, and throwing objects such as bottles or rocks) with intent to do harm.
§.Fighting (exchange of blows with intent to do bodily harm) or provoking a fight.
§.Bullying (willful attempt or threat to inflict injury on another student or exhibit a display of force such as would give another reason to fear or expect immediate bodily harm.)
§.Arson
§.Extortion
§.Trespassing
§.False fire alarm
§.Issuance of a bomb threat
§.Technology tampering
§.Sexually offensive behavior, inappropriate contact
§.Repeated, chronic or severe disruptions
§.Forgery of passes, excuses, or any other forms
§.Violation of state or federal laws or Board of Directors policy
§.Gambling (including flipping and matching coins)
§.Theft or attempted theft, or possession of stolen/lost property
§.Vandalism or substantial damage to personal or school property
§.Possession or use of drugs, alcohol, controlled substances or related products or paraphernalia
§.Smoking, dipping, or possession of tobacco-related products such as lighters, matches, or papers
§.Sale, attempted sale/distribution of alcohol, or controlled substances, and/or controlled paraphernalia
§.Possession of pornography in any form or the use of school computers to access inappropriate sites.
§.Creating or organizing a conspiracy of any kind with regard to the school and/or its' employees.

## DISCIPLINE PLAN

### GENERAL BEHAVIOR GUIDELINES OUTSIDE OF THE CLASSROOM

#### In the Cafeteria

1. No loitering in the cafeteria.
2. Push chairs back after eating.
3. Keep tables, chairs, and floors clean.
4. Talk in a normal voice (classroom voice).
5. No backpacks or books allowed in the cafeteria.
6. Dispose of trays, trash and debris in trashcans.
7. Keep hands, feet, personal belongings and food to yourself.
8. Keep cafeteria lines orderly... no pushing, running, or cutting in line.
9. Students who mutilate or deface school property will be fined an amount necessary to cover the cost of restoring the damaged property, as well as receiving appropriate disciplinary action.

#### At Group Assemblies

Team or grade school assemblies are held for the benefit of the students and the faculty. Courtesy will be shown to those in charge of, and participating in the program. Misbehaving students will be removed and may lose their privilege to attend assemblies in the future. Students who receive an out-of-school suspension may not be able to participate in any assemblies for the rest of the school year.

#### Regarding Technology Equipment in Computer Labs or Media Center

Students should respect all of the technological equipment. Any mishandling or tampering with computers or systems may result in losing computer privileges at school. In addition, disciplinary action, including suspension, may occur for situations considered serious by the school administration. Any damage, requiring repair to hardware or software will result in financial charges being assessed. Students shall not alter or attempt to alter school or private property, including technology hardware and software. Students may not bring computer software to campus to be used on school computers without prior approval of the school administration. Students are not allowed to Instant Message, E-mail, write BLOGs or visit personal websites on school computers. Students should not bring food items or beverages into the classroom setting.

#### In the Halls, Lavatories, Media Center

Students are not permitted in the halls during class periods unless they are accompanied by a teacher or have a hall pass from an authorized staff member. Students who are found in the halls without passes will be subject to disciplinary action.

Hallways and lavatories are areas used by all members of PIT Academy. Because everyone uses these areas, there are rules of conduct that all students must follow:

1. Do not roughhouse, push, or wrestle.
2. You may not eat or drink in halls and lavatories.
3. You may not run in the halls, lunchroom, and lavatories.
4. Do not leave belongings on the floor outside your locker.
5. You must do your part to keep these areas clean and safe.
6. You may not use any profane or vulgar language while in these areas.
7. You may not loiter in the halls, lunchroom, lavatories, or media center.
8. Make sure you clean up after yourself and appropriately dispose of all trash.
9. Report any leaks, spills, or other problems in the lavatory to a teacher or the office.
10. You may not yell, scream, hit lockers or make excessive noise while in these areas.

### **During an Emergency**

Fire, intruder, and tornado drills are held at different intervals throughout the school year. Students must follow their teachers' instructions and go to designated areas as quickly as possible. Students must not talk, run or push. A signal bell will be given for returning to class.

### **OFFICE REFERRAL PROCEDURES**

Although there is not a required order to assignment of consequences, the following is considered a recommended model should a student repeatedly be referred to the office for exhibiting misbehavior which would **not** be considered as severe or extreme:

1. **First Office Referral** – Conference / Administrative Warning
2. **Second Office Referral** – Administrative Lunch Detention
3. **Third Office Referral** – After School Detention
4. **Fourth Office Referral** – One (1) day of In-School Suspension
5. **Fifth Office Referral** – Two (2) days of In-School Suspension
6. **Sixth Office Referral** – Three (3) days of In-School Suspension
7. **Seventh Office Referral** – One (1) day of Out-of-School Suspension
8. **Eighth Office Referral** – Three (3) days of Out-of-School Suspension
9. **Ninth Office Referral** – Five (5) days of Out-of-School Suspension
10. **Tenth Office Referral** – Option to Withdraw or Ten (10) days of Out-of-School Suspension pending a Tribunal Hearing with a Recommendation for Expulsion.

Each Office Referral will be noted on a student's permanent discipline transcript. Parent(s)/Guardian(s) will be notified in writing of the offense, the resultant

consequence, and advised as to their student's current status within the disciplinary cycle.

## DESCRIPTION OF DISCIPLINE OPTIONS

### **Withholding of Privileges**

The student may be denied an opportunity to partake in school-related activities and/or events as deemed appropriate by an administrator.

### **Administrative Lunch Detention**

An administrator may assign administrative lunch detention to a student who fails to comply with school rules. Parents will be sent a notification when administrative lunch detention is assigned. All administrative lunch detentions are documented on the student's permanent discipline record.

### **After School Detention**

Students who accumulate 10 or more demerit points will be given an after school detention. Student will stay with discipline coordinator during after school clubs time.

### **In-School Suspension**

In-School Suspension is a formal disciplinary action that can only be assigned by the PIT Academy administrator and requires written correspondence to parents. In-school days of suspension may increase on successive occasions where it becomes necessary for the same student to be placed in in-school suspension. **All students under in-school suspension are prohibited from participating in after school activities and are therefore required to leave the school campus immediately upon dismissal.**

### **Out-of-School Suspension**

Out-of-School Suspension is a formal disciplinary action that can only be assigned by the PIT Academy administrator and requires written correspondence to parents. Out-of-school suspension may increase on successive occasions where it becomes necessary for the same student to be suspended from school. **A meeting between a parent and an administrator is required prior to the return to PIT Academy of any student serving an out-of-school suspension.** All students under out-of-school suspension are prohibited from participating in after school activities and therefore are not allowed to come on the school campus. Students who receive an out-of-school suspension will not be able to participate on any overnight field trips for the rest of the school year and any fees or deposits paid earlier are non-refundable.

### **Option to Withdraw**

A student may withdraw without penalty from a charter school at any time and enroll in another local school in the school district in which the student resides. A student who is suspended or expelled from a charter school as a result of a disciplinary action taken by

a charter school shall be entitled to enroll in a local school within the local school system in which the student resides if, under the disciplinary policy of the local school system, such student would not have been subject to suspension or expulsion. In such instances, the local school system shall not be required to independently verify the nature or occurrence of the applicable conduct, or any evidence relating thereto.

### **Expulsion**

Expulsion is a formal disciplinary action that can only be approved by the PIT Academy Board of Directors after receiving a recommendation by the PIT Academy administrative team due to the student's involvement in a serious discipline offense or the student's involvement in repetitive discipline offenses. A written correspondence to the students and parents containing the date and time of the Board of Directors hearing will be mailed to the parents within ten days of the suspension.

## **DISCIPLINARY REWARD SYSTEM**

Students at PIT Academy are always expected to exhibit appropriate behavior. However, in an effort to encourage students to go beyond the expected behavior, students will be recognized for "doing good".

Some examples are, but not limited to:

Assisting someone in need.

Volunteering to do an unwanted task.

Cleaning up after others.

Consistently having a cooperative spirit.

Exceeding requirements on an assigned task or assignment.

### **Citizenship Award**

Individual rewards will be planned for the end of each semester for PIT Academy students. Those students who have not **received classroom isolations, administrative lunch detentions, Citations, Intervention Referrals, or Office Referrals** during each semester will receive a **Citizenship Award** for excellence in behavior.

### **Commendations**

A **Commendation** will be awarded to students who are observed exhibiting behavior "**above and beyond**" expected behavior. Any PIT Academy employee who observes a student engaged in this type of exceptional behavior can issue a **Commendation**. These **Commendations** will not be noted on a student's permanent discipline transcript. However, they will be entered on PITConnect for parental viewing.

### **School – Wide Rewards**

A system of rewards to students who reach a documented level of behavior has been put in place to recognize those students for their achievement. Eligibility for participating in each of these rewards differs for each reward – some are based on

receiving **Commendations**, others are based on good behavior. Some of the **School-Wide Rewards** will be, but are not limited to:

**Dress Down Days** – these will be scheduled for the 2<sup>nd</sup> Friday of each month. Eligibility for participating in these **Dress Down Days** is based on receiving no disciplinary events during the previous month AND having not received an in-school suspension (ISS) or out-of-school suspension (OSS) during the school year. Students participating must follow the PIT Academy guidelines listed under the section **Dress Code**.

**PIT Character** – this title will be awarded to the student who receives the most commendations for each month in each grade level. The PIT Character winners for more than three times during the semester will receive additional rewards.

### Special Drawings & Prizes

Students who receive **Commendations** will be eligible for a **Special Drawing** which will be held randomly but at least once per month. At the time of the drawing, whoever has received a **Commendation** up to that point (since the last drawing), will have the opportunity to have their name drawn for a **Special Prize**. Whenever the **Special Drawing** is held, there may be more than one name drawn as a winner. After the drawing all the names will be removed and the process will start over – with new **Commendations** being placed in the box for the next **Special Drawing**. Prizes will vary each time, and winning students will draw from a box of prizes to choose the prize they won.

### Wall of Character

PIT Character winners for each month will have their pictures placed on the **Wall of Character** with a brief description of why they received their **Commendations** and what character trait(s) they exhibited.

## CHEATING AND PLAGIARISM

Cheating and plagiarism are deceptive choices made by students to misrepresent the student's true knowledge of the subject material (cheating) or misrepresenting information as their own ideas/concepts/words by not giving proper credit to the original source (plagiarism).

**All papers or projects submitted at PIT Academy are required to be in the student's own words** unless stated in writing by the teacher otherwise. Therefore, any copying of information from the Internet or any other source (i.e. "cutting & pasting", etc.) is considered plagiarism. However, drawings and/or pictures may be taken from an Internet or other source as long as they are properly cited in the document.

## CONFERENCES

Parents and teachers should maintain a good working relationship to help students get the best possible education. Conferences are good communication tools. Our most

important form of communication is the parent-teacher conference. Parent/teacher conferences are scheduled at least once per semester – check the school calendar for the specific date. Additional conferences may be requested at any time during the school year. If you would like to have a conference with any staff member, please contact the school and arrangements will be made.

### **PITConnect (STUDENT INFORMATION SYSTEM)**

Parents can see their children's academic improvement, daily homework and assignments, projects, discipline records and attendance records through PITConnect. Parents will be provided a username and password, which will provide access to ONLY their student's records. We strongly encourage parents to visit PITConnect on a daily basis to stay informed of their student's progress.

### **HOMEWORK POLICY**

Homework is an essential part of your successful educational program at PIT Academy. Doing homework will help students develop many valuable skills such as good study habits, time management, responsibility, and perseverance. Teachers assign homework that will foster individual learning and growth and that is appropriate for the subject area. Homework is part of all students' regular evaluations. It is each student's responsibility to complete and turn in homework on time – if it is not, a grade of zero (0) will be given. In case of conflict regarding homework assignments the teacher's record is final. If students or their parents have questions about homework, immediately contact the teacher who assigned it. Teacher's e-mail is available and daily assignments are posted on PITConnect at our web site: <http://www.pitacademy.org>.

### **PROMOTION**

At the end of each academic year students who have made satisfactory progress in academic subjects are promoted to the next grade level. In cases where promotion is questionable, the school notifies parents in advance and a cooperative/partnership approach is implemented to ensure student success. Students must have a passing grade in language arts, mathematics, social studies, and science. In all subjects a passing semester grade in the connections segment is accomplished by earning an average of 74 or above. Any student, who receives an average, for both semesters, of 73 and below, shall fail the subject for the year. A failing grade in a subject can be made up by the student earning a passing grade in an appropriate subject during the summer school session provided by a public school system. Additionally students will take promotion exams prior to school start date to be able to be promoted. However, if the student does not attend summer school or fails the promotion exam, student will be retained in the same grade.

### **SCHEDULE CHANGES**

Each student's schedule is carefully planned and developed based on the student's academic history and demonstrated abilities. **Modifications to the student's schedule can only be made if requested within the first two weeks of the beginning of the school year.** Any requests made after this time may be deemed as

disruptive to the regular routine already established, and therefore, may not be honored. The final decision will be made by the administration. Please check your student's schedule carefully during the first week of school to ensure the best placement for your student.

### **TEXTBOOKS**

Textbooks for pupils are furnished by PIT Academy. Restitution for lost and/or damaged textbooks or related materials and supplies will be required before a second text or additional materials will be made available to a student. Students who owe money for lost or damaged texts or materials will be permitted to use a text during classroom instruction; however, they will not be permitted to take the text or materials home for homework purposes. Report cards may also be withheld until textbooks fees are collected.

### **STUDENTS WITH DISABILITIES**

Students with disabilities will be bounded by the same rules and rights by the student code of conduct and discipline plan. They may be suspended or expelled, in accordance with Federal legislation and the State law, for inappropriate behavior. The Principal may suspend a student with disabilities for 10 days or less as short term suspension. We acknowledge that there might be a causal relationship between the student's disabling condition and the conduct for which he or she is to be disciplined. The Principal may recommend a student with disabilities for long-term suspension or expulsion provided that such action will be in full compliance with the provisions of the federal and state law. Following all the applicable laws, should it be deemed permissible and necessary to expel the student, then such student can only be expelled by a resolution of the PIT Academy Board.

## ATTENDANCE

### ABSENCES AND TARDINESS

PIT Academy recognizes two kinds of absences and tardiness: excused and unexcused. Please read through the definitions of each carefully so that you understand what you and your parents' or guardians' responsibilities are. Also, you need to be very aware of your responsibilities regarding homework, quizzes, and tests when you have an excused absence and the consequences for unexcused absences.

### EXCUSED ABSENCES

PIT Academy accepts only the following as excusable reasons for absence from school. Parents or guardians must notify the school in the morning on any day their child is not attending. The excuse shall be submitted to the school office and filed as part of the student's school record. An excuse for absence from school may be approved for one or more of the following reasons or conditions:

**Personal Illness:** Personal illness of the student or when attendance in school would endanger the health of the student or the health of others is excused. Upon the student's return to school, appropriate medical documentation is required within three days of the absence(s). Your parent or guardian should call the school each morning you are home ill. When you return to school, you must bring an explanatory note from your parent or guardian or it will be an unexcused absence. The school may require a doctor's confirmation if the student has 3 or more medical excused absences.

**Serious Illness or Death in the Family:** Serious illness or death in student's immediate family necessitating the absence. In the case of serious illness, students are required to present medical documentation to validate the absence(s) as an excused absence within three days of the student's return to school. Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian or doctor.

**Court Order:** *Court order by a governmental agency mandating the student's absence from school is excused.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring a copy of the court order documentation.

**Special or Recognized Religious Holidays:** *Special or recognized religious holidays observed by the faith of the student.* Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian.

**Weather or Environmental Conditions:** Weather or environmental conditions rendering attendance impossible or hazardous to the student's health or safety may be excused.

Your parent or guardian must call the office to explain the situation and estimated time of absence. When you return to school, you must bring an explanatory note from your parent/guardian.

**Out of School Suspension:** School days missed as a result of an out of school suspension shall be counted as excused. Students who miss school due to an out of school suspension, are allowed to make up any work missed (refer to the section Make-up Work for Absences).

**Other:** Other absences to be determined by, and at the discretion of, the Board of Directors may be excused.

### **UNEXCUSED ABSENCES**

An unexcused absence is a part of a student's school record. Students will be marked for an unexcused absence for:

**Failure to Attend School:** Failure to attend school, with or without the knowledge of the parent/legal guardian, for reasons other than those specifically outlined as excused absences will be considered unexcused absences.

### **SCHOOL TARDY**

A student is tardy when he/she arrives at school after the beginning of the official school day, or is not in the assigned class at the official beginning of the class period.

**Excused Tardy:** Late arrival to school or class as a result of reasons defined herein as excused absences or as a result of events physically out of one's control such as inclement weather, documented transportation delays, health related emergencies, power outage, compliance with court order, etc. shall be excused. Students who are late to school must have their parent(s)/guardian(s) come into the school office to sign the student in as tardy, and provide the reason for the tardiness. For carpools arriving late, the driver responsible for the carpool that day must come into the school office and sign in each student as tardy, and provide the reason for the tardiness. Once the student(s) have been properly signed in, they will get a "late slip" for admittance to class. If this procedure is not followed, the student(s) will receive an unexcused tardy.

**Unexcused Tardy:** Arriving late to school or class with or without the knowledge of parent/guardian, as a result of oversleeping, parent errands, etc., unless it is an excused tardy shall result in an unexcused tardy. Being tardy to school – whether the result of oversleeping, car problems, baby-sitting, athletic workouts, or socializing – is unacceptable.

Habitual School Tardy: *15 unexcused tardies result in referral to the social worker.* Students who repeatedly demonstrate their inability to arrive at school on time, and attain fifteen (15) unexcused tardies will be referred to the school social worker.

## **CLASS TARDY**

Students are considered late if they are not in their classroom when the bell starts to ring – not when it finishes. If you are late between classes less than 5 minutes, you will be permitted to enter the classroom and the teacher will mark as tardy. Beyond 5 minutes, late students must report to the Administrative Assistant at Room 108 to receive an PIT Academy Class Tardy pass to class. If the student is tardy more than 10 minutes then the student will NOT be accepted to the class and this will be considered skipping class. You are responsible for making up work you miss due to tardiness. These class tardies will not be noted on a student's permanent transcript. However, students who receive more than five class tardies in one quarter may receive an *Office Referral Form* for excessive class tardiness.

## **MAKE-UP WORK FOR ABSENCES – EXCUSED OR UNEXCUSED**

An excused or unexcused absence from school, even for several days, does not remove any student from responsibilities in the classroom on the day they return to school. Students who have been absent will be given the same number of days that they were absent to make up missed work. For an absence to be excused, a note should be submitted to the school office no later than three days after returning to school.

Assignments are available on the PITConnect website and are available 24 hours a day – should a student be absent for any reason, they should access this information via the Internet. Parents should not call or e-mail teachers or the Front Office asking for assignments. Assignments, documents issued in the classroom and work material needed for an assignment are readily available and may be accessed by the student on the PIT Academy-Connect.

On the day the student returns to school, it is the student's responsibility to find out what work is required and when the work needs to be completed – failure to do this will result in a zero for each of those assignments.

For students who have been absent, make-up tests will be scheduled at a time designated by the teacher. It is the students' responsibility to take the test at that time. If the student fails to do this, the teacher is not obligated to set another time for the make-up. If the student fails to make up a test without making other arrangements, the teacher is not required to give the student the test.

## **EARLY CHECKOUTS**

*Being removed from classes and leaving the school prior to the official end of the school day with a parent or legal guardian is considered an early checkout. A photo ID is*

required to check a student out of school. Only those persons who have been previously approved by the parent(s)/guardian(s), and officially recorded on the student's records at school will be allowed to check out a student.

To be considered "in attendance" for a school day, a student must be present for at least one-half of the school day, excluding the lunch period. Students leaving school before meeting that requirement will be considered absent for the day.

A parent or legal guardian must bring appropriate documentation showing the necessity of an early checkout at the time the student is released from school. Early checkouts are not permitted during the last 30 minutes of the school day.

## **TRUANCY**

*Any child who is subject to the compulsory attendance law who has more than five days of unexcused absences during the calendar school year is considered truant. Truancy shows a deliberate disregard for the educational program and is considered a serious matter that will have immediate consequences. If you are truant, no credit will be recorded for work you missed as a result of truancy.*

**After 5 unexcused absences:** The parent/legal guardian will be contacted by the school administrator requesting a conference. After two reasonable attempts to notify the parent/guardian without response, the school shall send a notice to the parent/guardian by certified mail, return receipt requested.

**After 7 unexcused absences:** The parent/legal guardian will be notified by the school administrator that the student has only three unexcused absences remaining prior to violating the state attendance requirements.

**After 10 unexcused absences:** A letter will be sent from the school administrator to the parent/legal guardian regarding attendance. In addition, a referral shall be made to the school social worker by the school administrator.

Excessive excused absences also impact the educational program and may be handled as follows:

**After 5 excused absences:** The parent/legal guardian will be contacted by the school administrator or his designee by telephone or parental conference regarding attendance when possible. If contact is unsuccessful, a letter will be sent by the school administrator.

**After 7 excused absences:** A letter will be sent from the school administrator to the parent/legal guardian regarding attendance. In addition, the school administrator shall

confer with the school social worker to determine whether a referral is warranted, at this time.

**After 10 excused absences:** The school has the discretion to confer with the school social worker to determine whether any action should be taken to address the absences.

When administrative actions taken to correct truancy have proven ineffective, the school system may file proceedings in court and furnish evidence for the conviction of parents/legal guardian and/or child for non-compliance with state attendance laws.

### **PERFECT ATTENDANCE**

Students are recognized if they maintain perfect attendance. Perfect attendance is considered as zero absences and zero tardies to school and zero absences and zero tardies to each assigned class. Whether the absence/tardy is excused or unexcused is not a consideration.

## **DRESS CODE**

The Board of PIT Academy wishes to foster a productive and safe learning environment. We believe that implementing a dress code significantly contributes to this objective by eliminating possible distractions and promoting to school unity. Hence, all students will wear uniforms at PIT Academy. Upon the establishment of the school, feedback will be received from the parent community and the PIT Academy Board will finalize the details with the dress code and uniforms.

## CLASSROOM MANAGEMENT

PIT Academy uses a **School-wide Classroom Management Plan** in which all faculty and staff work in a cooperative systemic effort to encourage a successful learning environment. This plan is designed to ensure an effective learning atmosphere for all students and to curtail any minor inappropriate behaviors that disrupt the learning environment.

**The structure of the Classroom Management Plan consists of four main parts:**

- **Rules** - the expected behaviors for all students.
- **Consequences** – what the student chooses to accept if a rule is broken.
- **Rewards** - what the student receives for appropriate behavior
- **Commendations** – what the student receives for exceptional behavior.

### **School-wide Rules:**

1. Respect yourself and others.
2. Follow directions the first time.
3. Be prepared for each class.
4. Keep yourself to yourself.
5. Transition quickly and quietly.

### **Teacher Intervention Process for Classroom Misconduct**

The teacher, in response to **minor** disciplinary problems in the classroom, will take the following steps when students fail to abide by the established behavioral expectations:

#### **1. Verbal Warning**

Students who create classroom disruptions and/or fail to meet behavioral expectations will be given a verbal warning – they will be identified by name, told what they are/aren't doing properly, instructed how they need correct the situation, and then required to sign in on the Verbal Warning Log – should they refuse to sign the Verbal Warning Log, they will be given an **Office Referral Form**. Verbal Warnings will be entered on PITConnect for parental viewing.

#### **2. Isolation in Classroom**

Students who do not properly respond to the first step of a verbal warning will be placed in isolation within the classroom. Upon being placed in isolation, the student will be required to sign in on the Isolation Log – should they refuse to sign the Isolation Log, they will be given an **Office Referral Form**. The length of time to be served in isolation will be determined solely by the teacher and may differ for each situation. Isolations will be entered on PITConnect for parental viewing.

**Note:** Should a student receive more than three (3) Isolations during one semester in any classroom, they may be given an Intervention Referral following the Verbal Warning.

#### **3. Intervention Referral Forms**

Should misbehavior continue after the first two steps, the teacher will complete an ***Intervention Referral Form*** and send the student to the Discipline Coordinator. The student will remain in Intervention for the rest of the period. **Intervention Room is considered an extension of the classroom**, and during the student's visit, the Discipline Coordinator will counsel the student with regard to the cited offense. If the Discipline Coordinator determines that additional counsel or parent contact is needed, he/she may contact the parent(s)/guardian(s).

These ***Intervention Referral Forms*** will not be noted on a student's permanent discipline transcript. However, they will be entered on PITConnect for parental viewing and students who receive more than three ***Intervention Referral Forms*** in one semester may receive an ***Office Referral Form*** for excessive classroom misbehavior/violations.

## SERVICES FOR STUDENTS

### AFTER SCHOOL ACTIVITIES

A number of extracurricular clubs and/or enrichment activities are offered for students. A brochure describing these activities is available in the school office. Nominal fees may be charged for participation in order to cover the cost of materials and/or supplies. There is no better way for students to enrich their education than by taking part in clubs and after-school activities or through working with a teacher. These opportunities will allow you to explore things you already enjoy and to try other areas that sound interesting.

In order to participate in any after school extra-curricular activity, including music performances, plays, etc., students must arrive in time to be counted present during the school day. Students staying for after school activities will be expected to follow the following rules or they may be banned from all after school activities:

- You may not stay after school to wait for another student.
- You must be with a teacher or other staff member at all times.
- You must abide by the PIT Academy Code of Conduct while participating in the activity.
- Your school activity privileges will be cancelled if discipline becomes a problem.
- You must clear the school building immediately following after school activities by using the front door.
- You must arrange for your own transportation to arrive promptly at the end of the activity –usually at 4:30 PM.

Signing up for after school activities is required for each semester in order to be eligible to participate.

### AFTER SCHOOL CARE PROGRAM

The After School Care Program is established to accommodate parents who cannot pick up their students by 4:30 PM. Students will be hosted under supervision of an adult and will be able to read, study, and do homework during this time until 6PM. Students will also be offered juice and snack. The charge for this service is 10 dollars.

### COMMUNICATIONS BETWEEN SCHOOL & HOME

Every effort will be made to ensure good communication between the home and the school. Parents may communicate directly with the school's staff members via e-mail, voice mail, written request, or by accessing the school's web page. A softcopy of the newsletter will be sent home weekly via e-mail announcing upcoming school activities and events. Hardcopy versions will be available at the end of each week in the front lobby of the school.

## FIELD TRIPS

Field Trips offer exciting ways to learn. PIT Academy students will have the opportunity to go on field trips at various times throughout the school year. Grade level and/or team sponsored day field trips are offered to most students. **Students, who have received an out-of-school suspension (OSS) during the school year, will not be eligible to participate in any overnight field trips for the rest of the school year and any fees or deposits paid earlier are non-refundable.** In addition, any student who has demonstrated the inability to follow rules may be prohibited from participating - this determination will be made by the administration on an individual basis. Any fees or deposits paid earlier are non-refundable. For all field trips, you will be expected to follow these rules:

- You must abide by the PIT Academy Code of Conduct and Discipline Plan while on the field trip.
- You must follow the PIT Academy Dress Code.
- You must bring to school the **Field Trip Permission Slip**, signed by your parents or guardian, by the specified date. No phone calls or e-mails will be accepted as permission.

## LUNCH/NUTRITION PROGRAM

Students may purchase a nutritional lunch in the school cafeteria or may bring their lunch from home. The cost for student lunch is announced at the beginning of school and can be **paid on a monthly basis ONLY**. Students may purchase milk or juice at school. Students needing free or reduced lunch should contact the administration.

## MEDIA CENTER

The Media Center is a resource center for all print and non-print materials. Media Center services offered to students include assistance with research assignments and book selections. Students must comply with all Media Center rules, including but not limited to, no games on the computers and computers need to be used for research assignments only.

## SPECIAL EDUCATION SERVICES

PIT Academy employs a certified Special Education Resource Teacher to provide consultation services to classroom teachers who serve special education students, as needed. PIT Academy shall comply with federal and state law to ensure that all students with disabilities will be provided with a free appropriate education (FAPE).

## SCHOOL PICTURES

A contracted photographer will photograph students in the school during the fall and spring semesters. Parents may purchase the entire package of photos or a partial packet.

**TRANSPORTATION TO AND FROM SCHOOL**

Students should be dropped off in the designated area in front of the school. When picking a student up at dismissal time, please use the driveway at the front of the building.

## HEALTH AND SAFETY

### OVER-THE-COUNTER MEDICATIONS

Aspirin, Tylenol, and other patient over-the-counter drugs are not available through school. Should you wish for your child to have access to these medications, you must sign a waiver and leave a supply with the school secretary.

### MEDICATION POLICY

Medication should not be brought to school unless it is essential to the health of the student. If a student must take medicine at school, these procedures must be followed:

The medication to be administered by designated school personnel must be sent directly from the pharmacy or physician's office **or** brought to school by the student's parent/guardian. The school must receive a **Medication Administration Directions Form** signed by the student's physician and parent/guardian.

The following information must be printed clearly on the medication container:

- Student's Name
- Name of the medication
- Dosage
- Time the medication must be taken.

Bring in only the amount of medication that is needed for a school day. In the case of prolonged need, send in the amount for a clearly specified period such as one week or one month. Extra medication will not be sent home with a student. All medication will be kept in a secure location in the clinic.

### SELF-ADMINISTRATION OF MEDICATION

As a general rule, students are not allowed to carry any medication with them in school. However, students may carry and administer their medication **if both of the following conditions are met:**

- It is warranted by a potentially life-threatening condition and advised by their physician **AND**
- A **Medication Self-Administration Form** is on file in the office signed by the student's parent, the physician, and the principal.

## GENERAL INFORMATION

### ANNOUNCEMENTS

Official announcements are provided on our website – [www.pitacademy.org](http://www.pitacademy.org) - and in our weekly newsletter. As a common practice, announcements made by the administration, which affect the school community, are made through these two communication devices. PIT Academy encourages parent(s)/guardian(s) to check our website on a regular (daily) basis. The Board of Directors, Administration, Teachers and Staff at PIT Academy are dedicated to keeping our community informed.

### BOOKBAGS, PENCIL BAGS, ROLLER BAGS and PURSES

Students may use book bags to transport only school materials to and from school. During the school day, however, PIT Academy requires that all book bags remain in students' lockers. Roller bags are NOT ALLOWED to be used in the building. All book bags must be small enough to fit easily inside the locker.

Only handheld pencil bags are permitted – pencil bags worn on the back (or any bag worn on the back) must remain in students' lockers.

Only handheld purses are permitted – purses worn on the back must remain in student's lockers.

### CELL PHONES

Although students are permitted to bring cell phones to school, it is not encouraged. If a student brings a cell phone to school, it may not be used inside the school building. The cell phone must be turned off before entering the school building and immediately placed in the student's locker. The student may not carry the phone with them during school hours. Students not complying with these requirements will have their cell phone confiscated - the cell phone will only be returned directly to the parent/guardian. Should there be additional offense(s), the student also will be given an *Office Referral Form* for repeated violations of school rules.

### CLASSROOM OBSERVATIONS

PIT Academy values the concept of parents as partners in education. Parent and community support and assistance are vital in all facets of the school program. Parents of currently enrolled students or prospective students may wish to observe the classroom setting or perhaps volunteer to serve as an instructional partner in the classroom. To minimize disruption of the classroom environment, all classroom observations are limited to one per semester and must be scheduled in advance with the Assistant Principal.

### CORRECTIONS AND/OR MODIFICATIONS TO THIS HANDBOOK

PIT Academy reserves the right to make changes or modifications to this handbook as needed throughout the school year. Changes or modifications made during the school

year will be announced in the weekly newsletter. The latest version will always be available on our website at [www.pitacademy.org](http://www.pitacademy.org)

### **EMERGENCY DRILLS**

Regular emergency preparedness drills will be held throughout the school year so that students will be trained to act properly in an emergency. These drills will include fire, tornado, and other crisis emergency drills. A comprehensive emergency preparedness plan is on file in the office.

### **LOST and FOUND**

Personal items that are found should be turned in at the front office. Students should check with the front office secretary for lost articles. Unclaimed item will be donated to charity every month after students are informed about the deadlines to check lost and found items.

### **MISSING ITEMS**

When an item is missing, students should report the missing item to the Discipline Coordinator. At that time, the student should complete a ***Missing Items Form*** which will permit the item to be returned to the owner should it be found or located. Should the owner find the item themselves or it be returned directly to them, they should notify the Discipline Coordinator as soon as the item has been located.

### **PARENT PARTICIPATION**

There are a number of opportunities at PIT Academy for which a parent can volunteer. Among these are jobs as after school club supervisors or assistants, library assistants, cafeteria aides, clinic volunteers, room representatives, and instructional partners. Contact the office for more information.

### **PARENTS' RIGHT TO KNOW**

In compliance with the requirements of the *No Child Left Behind* statute, Schools informs parents that you may request information about the professional qualifications of your student's teacher(s). The following information may be requested:

- whether the teacher has met the North Carolina Professional Standards Commission requirements for certification for the grade level and subject areas in which the teacher provides instruction;
- whether the teacher is teaching under an emergency or other provisional status through which North Carolina qualifications or certification criteria have been waived;
- the college major and any graduate certification or degree held by the teacher;
- whether the student is provided services by paraprofessionals, and if so, their qualifications.

### **PAYMENT BY CHECK**

Parents may take care of monetary obligations by cash or check. Checks should be made payable to PIT Academy. There will be **\$25** charge for any check returned to the school by the bank.

### **STUDENT AGENDA / HALL PASSES**

Students must bring their agenda to school daily, and carry it with them to all of their classes. All students in the hall while classes are in session must carry their agenda with them. There is a section for hall passes at the bottom of each page. Teachers will issue hall passes to students who have justifiable reasons for leaving the room. Regardless of the reason issued, hall passes are only valid for a maximum time of five (5) minutes out of the room.

An agenda will be issued to each child for a fee of \$5.

It is the student's responsibility to maintain their Student Agenda in the original condition as it was issued:

1. The front and back cover must not be altered or removed - The front cover and back cover must remain attached, and must not be altered, cut, or damaged in any way.
2. Student & Parent Handbook may not be removed - The Student & Parent Handbook section must remain intact as a part of the Agenda so that students and parents may reference the school information and rules at any time.
3. Dated pages may not be removed - Dated pages must remain in the Agenda for student, parent, and administrative reference to past assignments, phone permissions given, and/or hall passes issued.

Should a Student Agenda fail to meet these requirements, it will be confiscated and the student will be required to purchase another Student Agenda. A replacement cost of \$5 will be required for lost or damaged agendas.

### **STUDENT I.D. CARDS**

Student I.D. cards are issued to all students for security and identification purposes. Should the safety and security of our students be compromised in any way, a "LOCK DOWN" scenario would occur where outside law enforcement authorities may be required to enter and secure the building – all PIT Academy staff and students must be able to show proper identification. All students must have their Student I.D. Card with them at all times and present it immediately when requested by school personnel or law enforcement authorities. Additionally, students need to present their Student I.D. Card in the Media Center in order to check out books or other reference materials. The Student I.D. Card will be issued at the beginning of the school year to each child for a fee of \$5. Students are not permitted to deface or alter their Student I.D. Card in any manner – should this happen, the I.D. card will be confiscated and the student will be required to purchase a new I.D. card. A replacement cost of \$5 will be required for lost or damaged cards. It is recommended that all students maintain their Student I.D. Card in their wallet, purse or attached to a lanyard.

### **TELEPHONE CALLS**

Students may not be called from class to talk on the telephone during school hours, nor are they allowed to make outgoing calls except in the most necessary circumstances. As part of an effort to teach responsibility, students are discouraged from calling home for forgotten items. **Students may not use any phone at school other than an office phone – classroom phones are prohibited from use by students at any time.** The school does not have sufficient phone lines to accommodate student phone calls at the end of the school day. All arrangements regarding after school activities must be made before the student leaves home in the morning. Calls of an emergency nature, that may involve the interruption of a class to deliver a message to a child, must be directed to the principal or Discipline Coordinator for approval. **Students must have written permission from an administrator stating a reason in order to use the office phones between 7:30 and 4:30.** We ask that all students please come to school in the morning clearly knowing whether their parents expect them to ride the bus, or be picked up by car in the afternoon. We also ask that parents please know whether or not their children are planning to stay for an after-school activity.

**DRAFT FORMS**

**PIT Academy Citation**

Student: \_\_\_\_\_

Grade: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Location: \_\_\_\_\_

Offense: \_\_\_\_\_

\_\_\_\_\_

Teacher Signature: \_\_\_\_\_

Student Signature: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

**PIT Academy Commendation**

Student: \_\_\_\_\_

Grade: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Exceptional Act: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Teacher Signature: \_\_\_\_\_

Student Signature: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

# PIT ACADEMY REPORT OF STUDENT CONDUCT

STUDENT: \_\_\_\_\_ DOB \_\_\_\_\_ GRADE \_\_\_\_\_

INCIDENT DATE \_\_\_\_\_ TIME \_\_\_\_\_ ROOM \_\_\_\_\_

ALLEGED ACT(S):  
\_\_\_\_\_

RULE(S) VIOLATED: \_\_\_\_\_

**ACTION TAKEN PRIOR TO REFERRAL TO SCHOOL ADMINISTRATION:**

- Informed student of class rules
- Changed student's seat
- Classroom time out
- Telephoned parent Date contacted \_\_\_\_\_ Time \_\_\_\_\_
- Held conference with parent/guardian Date \_\_\_\_\_ Time \_\_\_\_\_
- Reprimand of student by teacher
- Held private conference with student
- Formulation of action plan by student

STUDENTS' RESPONSE \_\_\_\_\_

PARENTS' RESPONSE \_\_\_\_\_

REPORT DATE \_\_\_\_\_

ORIGINATOR'S SIGNATURE \_\_\_\_\_

**ACTION TAKEN BY SCHOOL ADMINISTRATION:**

DATE DETENTION BEGINS: \_\_\_\_\_ No. of Days \_\_\_\_\_ DATE SUSPENSION BEGINS \_\_\_\_\_

No. of Days \_\_\_\_\_ ISS \_\_\_\_\_ OSS \_\_\_\_\_

Other action taken:  
\_\_\_\_\_

PARENT CONFERENCE HELD: \_\_\_\_\_ PARENT TELEPHONE CONFERENCE HELD: \_\_\_\_\_

\_\_\_\_ Notified next behavior violation will result in a Tribunal or an Informal Hearing.

\_\_\_\_ Notified of student's referral to a Tribunal or an Informal Hearing

ADMINISTRATOR'S COMMENTS: \_\_\_\_\_

PARENT'S COMMENTS:  
\_\_\_\_\_

PARENT'S/GUARDIAN'S HOME ADDRESS: \_\_\_\_\_

PARENT'S/GUARDIAN'S WORK PHONE: \_\_\_\_\_ PARENT'S/GUARDIAN'S HOME PHONE: \_\_\_\_\_

\_\_\_\_\_  
STUDENT'S SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
PARENT'S/GUARDIAN'S S SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
ADMINISTRATOR'S SIGNATURE

\_\_\_\_\_  
DATE

## ***PIT ACADEMY INTERVENTION REFERRAL FORM***

**Student:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Grade:** \_\_\_\_\_ **Period:** \_\_\_\_\_ **Time:** \_\_\_\_\_

**Teachers:** Please check the appropriate category of classroom misconduct, finish completing, and sign the form. Then send the student with the completed form to the Intervention Room.

- Classroom Misconduct:**
- \_\_\_\_\_ Horseplay
  - \_\_\_\_\_ Out of Seat
  - \_\_\_\_\_ Peer conflict
  - \_\_\_\_\_ Verbal disruption
  - \_\_\_\_\_ Not participating as instructed
  - \_\_\_\_\_ Unprepared for class (non textbook issues)

**Briefly describe the student’s inappropriate behavior:**

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**Teacher Signature:** \_\_\_\_\_

The teacher in response to minor disciplinary problems in the classroom will first give a **Verbal Warning** and if the student continues misbehaving the teacher will assign **Isolation in Classroom**. Should misbehavior continue after the first two steps, the teacher will complete an **Intervention Referral Form** and send the student to the Intervention Room. The student will remain in the Intervention Room for the rest of the period. **The Intervention Room is considered an extension of the classroom** and during the student’s visit, designated teacher or administrator will counsel the student with regard to the cited offenses. If the designee determines that additional counsel or parent contact is needed, he/she may do any one, or all of the following:

1. Contact the parent(s)/guardian(s)
2. Refer the student to the EC Teacher
3. Refer the student to the Assistant Principal of Discipline

These **Intervention Referral Forms** will not be noted on a student’s permanent discipline transcript. However, they will be entered on PITConnect for parental viewing and students who receive more than three **Intervention Referral Forms** in one semester may receive an **Office Referral Form** for excessive classroom misbehavior/violations.

**Student Signature:** \_\_\_\_\_ **Intervention Specialist:** \_\_\_\_\_

**D. TIMELINES**

Please create and describe a detailed start-up plan, identifying major tasks, timelines, and responsible individuals for accomplishing those tasks.

DETAILED STARTUP PLAN: Major Tasks, Timelines, and Assigned Individuals					
	9/11-12/11	1/12-3/12	4/12-8/12	Finished	Responsible Party
<b>A. Accountability</b>					
Develop 5 year academic goals and outcomes				√	Alper Tekten / Gary Lebby
Identify data collection needs and reporting requirements	√				Alper Tekten / Gary Lebby
Research and choose software to manage student records	√				Alper Tekten / Gary Lebby
Acquire student, staff, and school assessment instruments (academic and non-academic)			√		Alper Tekten / Gary Lebby
Design satisfaction survey and measurements			√		Alper Tekten / Gary Lebby
Purchase software for managing student, personnel and financial information			√		Alper Tekten / Gary Lebby
Finalize student records templates			√		Alper Tekten / Gary Lebby
<b>B. Admissions</b>	9/11-12/11	1/12-3/12	4/12-8/12	Finished	Responsible Party
Complete design of application form packet		√			Alper Tekten
Define student application period		√			Alper Tekten
Develop equitable lottery for selecting students if applications exceed seats				√	Alper Tekten
Research best practices, discuss and develop parent handbook				√	Alper Tekten
Establish system for recording and compiling enrollment & attendance information		√			Alper Tekten

Initiate admissions process by accepting student applications and acknowledging receipt			√		Alper Tekten
Enter application information into student information system			√		Alper Tekten
Conduct lottery and establish wait list (if applicable)			√		Alper Tekten
Send confirmations of admission and/or waitlist status, notify parents of deadline for completing admission			√		Alper Tekten
Initiate student registration, use checklist to ensure receipt of all required information due from parents			√		Alper Tekten
Make sure parents receive all school information (calendar, parent handbook, etc.)			√		Alper Tekten
If necessary, move applicants from waitlist status and continue registration until full enrollment is achieved			√		Alper Tekten
Conduct parent and student orientation			√		Board at Large
<b>C. Marketing, Recruitment and Parent Involvement</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Develop briefs about school design and curriculum	√	√			Amela Mekic / Jordan Fish
Hold series of meetings with key community stakeholders and leaders	√	√			Amela Mekic / Jordan Fish
Implement community outreach strategy and initiate dissemination of informational materials	√	√			Amela Mekic / Jordan Fish
Initiate design of school brochures and other marketing collateral (print upon approval)			√		Amela Mekic / Jordan Fish
Issue release announcing planned school opening date			√		Amela Mekic / Jordan Fish

Initiate recruitment process to hire faculty and staff			√		Amela Mekic / Jordan Fish
Hold open houses and community/parent forums			√		Amela Mekic / Jordan Fish
Initiate advertising, distribute literature and promote school in targeted neighborhoods		√	√		Amela Mekic / Jordan Fish
Develop and implement strategy to elicit parent, community and college student volunteers			√		Amela Mekic / Jordan Fish
Inform parents about Parent Volunteer Organization and encourage parent participation			√		Amela Mekic / Jordan Fish
<b>D. Financial Planning</b>	9/11-12/11	1/12-3/12	4/12-8/12	Finished	Responsible Party
Research and apply for private, corporate, foundation and government grants			√		Carlton Cammon
Refine fundraising strategy and secure short-term and long-term funding		√	√		Carlton Cammon
<b>E. Financial Management</b>	9/11-12/11	1/12-3/12	4/12-8/12	Finished	Responsible Party
Establish school bank accounts & banking relationship		√			Gary Lebby / Kenan Caglar
Develop financial management systems, policies and establish internal controls		√			Gary Lebby / Kenan Caglar
Obtain insurance policies			√		Adem Kaya
Establish (or use 3rd party) payroll system			√		Gary Lebby / Kenan Caglar
Implement internal accounting, expenditures vs. budget monitoring and financial reporting procedures		√			Gary Lebby / Kenan Caglar
Acquire software for managing finances and generating all required			√		Gary Lebby / Kenan Caglar

financial reports (monthly, annual, etc.)					
Select independent auditor		√			Carlton Cammon
<b>F. Governance and Volunteer Organizations</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Finalize Board membership				√	Board at Large
Hold Board retreats regarding: - Role and function - Relationship to School Director, School Advisory Council, and Community Advisory Group - Governance Model: decision making methods, meeting and committee structure		√			Board at Large
Setup Advisory Board	√	√			Board at Large
Set up Parent Volunteer Organization			√		Board at Large
<b>G. Legal &amp; Organizational</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Receive approval of charter petition		√	√		Carlton Cammon
Execute charter contract with NC DPI			√		Carlton Cammon
File application with IRS for 501(c)(3) status			√		Carlton Cammon
File application for NC tax-exempt status			√		Carlton Cammon
<b>H. Facilities</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Identify and select a school site/facility	√	√	√		Adem Kaya
Ensure facility meets school's occupancy requirements		√	√		Adem Kaya
Complete lease negotiation and signing		√	√		Adem Kaya
Schedule all relevant facility inspections (e.g., fire, etc.)			√		Adem Kaya

Obtain building occupancy permits as needed			√		Adem Kaya
Complete all inspections (fire, health, building, etc.)			√		Adem Kaya
Obtain certificate of occupancy			√		Adem Kaya
Acquire furniture and materials (see J. Procurement)			√		Adem Kaya
Manage installation of communications (telecom/fax)			√		Adem Kaya
Install school's hardware and software			√		Adem Kaya
Move in furniture, organize classrooms, office, activity centers, meeting and other space			√		Adem Kaya
Finalize faculty prep via punch list of identified needs			√		Adem Kaya
Hire custodian			√		Adem Kaya
<b>I. Food Services</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Ensure facility meets food service requirements			√		Jordan Fish
Select food services vendor			√		Jordan Fish
Ensure multiple staff members acquire safe food handler certification			√		Jordan Fish
<b>J. Procurement</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Order and manage receipt of textbooks and other instructional materials			√		Kenan Caglar
Order and manage receipt of desks, furniture, and classroom equipment			√		Kenan Caglar
Order and manage receipt of office equipment and supplies			√		Kenan Caglar
Order and manage receipt of computers, software, etc.			√		Kenan Caglar

Order and manage receipt of kitchen, recreational and other necessary equipment and supplies			√		Kenan Caglar
<b>K. Health &amp; Safety</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Have parents complete medical information forms			√		Amela Mekic
Check forms to ensure they are filled out completely, conduct follow-up as necessary			√		Amela Mekic
Establish policy for addressing noncompliance by parents to ensure school receives all medical and health information as required		√			Amela Mekic
Ensure all staff receives First Aid and CPR certifications			√		Amela Mekic
Establish fire evacuation routes, fire drill procedures and a schedule of fire drills			√		Amela Mekic
Orient families and staff on code of conduct, behavior requirements, suspension and expulsion policies			√		Amela Mekic
Update risk management plan for emergencies/disasters			√		Amela Mekic
Review emergency/disaster plan with staff & families			√		Amela Mekic
<b>L. Special Education</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Obtain any existing special education records, including IEPs, any entering students already have			√		Alper Tekten
Identify students requiring IEPs			√		Alper Tekten
Create Sp. Ed. record-keeping process, records to be held in locked cabinet to ensure confidentiality			√		Alper Tekten

Hire full time special education staff and/or establish contract with outside special education provider			√		Alper Tekten
Develop a description of the school's special education program and service delivery approach for parents and external entities (e.g., PCSB)		√			Alper Tekten
Establish pre-referral and referral process for students with special needs		√			Alper Tekten
<b>M. Personnel</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Determine staffing needs, including special education, multilingual and additional services as needed				√	Adem Kaya / Gary Lebby
Design employee benefit package (retirement, health, tuition reimbursement)		√			Adem Kaya / Gary Lebby
Review examples of employee handbooks and initiate development of one for school	√				Adem Kaya / Gary Lebby
Develop personnel policies and procedures manual	√	√			Adem Kaya / Gary Lebby
Design school's employment applications		√			Adem Kaya / Gary Lebby
Develop job descriptions and timeline for hiring faculty & staff				√	Adem Kaya / Gary Lebby
Design school's employment contracts		√			Adem Kaya / Gary Lebby
Contact Union County Sheriff's Department for background check procedures			√		Adem Kaya / Gary Lebby
Finalize personnel policies, procedures & employee handbook			√		Adem Kaya / Gary Lebby
Develop professional development plan for the			√		Adem Kaya / Gary Lebby

year, including pre-opening training during the summer					
Advertise for staff openings, conduct interviews and hire staff			√		Adem Kaya / Gary Lebby
Have employment contracts and acknowledgement of having read handbook signed by employees and put on file			√		Adem Kaya / Gary Lebby
Finalize salary scale/compensation plan		√			Adem Kaya / Gary Lebby
Conduct background checks as required			√		Adem Kaya / Gary Lebby
Create personnel files			√		Adem Kaya / Gary Lebby
Assign classrooms and distribute curricular materials, furniture and supplies			√		Adem Kaya / Gary Lebby
Conduct employee orientation and pre-opening professional development activities			√		Adem Kaya / Gary Lebby
Establish staff evaluation policies and forms		√			Adem Kaya / Gary Lebby
Ensure staff is represented on Parent Volunteer Organization			√		Adem Kaya / Gary Lebby
Distribute class lists and relevant student records to teachers			√		Adem Kaya / Gary Lebby
<b>N. Education Program Development</b>	<b>9/11-12/11</b>	<b>1/12-3/12</b>	<b>4/12-8/12</b>	<b>Finished</b>	<b>Responsible Party</b>
Hold summer training institute for faculty and staff			√		Alper Tekten
Develop plans for after-school, enrichment and summer		√			Alper Tekten

## VI. BUSINESS PLAN

### A. PROJECTED STAFF

Provide a list of positions anticipated for the charter school; (e.g., principal or director; support staff; teachers, part-time and full-time; paraprofessionals/teaching assistants, clerical, and maintenance.)

Also include the following information for the proposed charter school:

- Process to advertise for and employ staff of the school
- Handbooks governing standards of conduct, grounds for termination, policies and procedures, etc.

#### Projected Staff Positions

Prior to each academic year, and as required by the SBE, the School will report the total number of teachers and the total number of teachers who hold valid licenses who are employed to teach at the school.

<b>PIT Academy Projected Staff for 2012-2013</b>		
<b>Position</b>	<b>Full Time/Part Time</b>	<b>Number</b>
Principal	Full Time	1
Clerical	Full Time	2
Custodian	Full Time	1
Teachers	Full Time	17
Teacher Assistant	Full Time	3
Exceptional Children Teacher	Full Time	1
Technology Specialist	Full Time	1

#### **Employment: Governing standards of conduct, grounds for termination, policies and procedures**

PIT Academy will implement a non-discriminatory employee relations procedure, which will be in compliance with the PIT Academy Bylaws and NC Department of Public Instruction personnel policies and practices. Some of the highlights of the procedures are outlined below:

- PIT Academy will not discriminate on the basis of race, color, national origin, creed, sex, ethnicity, sexual orientation, mental or physical disability, age, religion, ancestry, or athletic performance in the provision of employment and services.

- PIT Academy will practice non-sectarian employment practices.
- The Board of Directors of PIT Academy will create and/or approve all position descriptions, qualifications, and responsibilities.
- PIT Academy will recruit and disseminate job announcements through, but not limited to, the ways which the NC Department of Public Instruction utilizes.
- The Board of Directors at PIT Academy or its designee(s) will conduct all job interviews, verify the licensing requirements.
- PIT Academy will require fingerprints, and background checks of its employees as required by the applicable law to ensure the safety of school and all students.
- PIT Academy Board of Directors will perform the annual formative and summative evaluation of the principal and other administrators through a personnel evaluation procedure.

All administrators and the teachers of the school will possess the necessary knowledge, skills, and personal characteristics required by and consistent with the vision and philosophies of the school. The school will promote and look for opportunities, including the commitment and willingness from all employees to work as a team to implement the school's goals.

### **Hiring Standards and Criteria**

PIT Academy believes that the quality of the professional staff determines the quality of education offered in the school. It is therefore the responsibility of the school administration to recruit the best-qualified candidates to meet the school's educational needs.

Staff selection will be based on strong academic preparation, professional competence, intellectual rigor, emotional maturity, enthusiastic professional attitude, knowledge of instructional practices, and ability to contribute to the furtherance of the school's educational goals. Attention will be paid, among other factors, to the candidate's academic records and his or her previous relevant experience. Staff must demonstrate that they are aware that children have many different family circumstances and are willing and able to provide the educational support that a diverse student population needs in school.

PIT Academy teaching staff members must fulfill their individual responsibilities and work in concert with the other members of the teaching team.

### **Advertisement and Recruitment Process**

PIT Academy Board of Directors will start the hiring process with the search of the school leader, namely the principal. The Board will follow the recruitment process detailed below to find the school leader. According to our bylaws, the principal will then carry out the hiring process for the Board.

At the beginning of the recruitment process, the open positions are identified based on the number of students, grade levels, subjects to be taught by the administration. Then, the budget is checked for the cost of the open positions by the principal. After the open

positions are fitted in the budget, the open positions will be posted on the school website, a local newspaper (Charlotte Observer), and third party websites such as [www.teachers-teachers.com](http://www.teachers-teachers.com). After the deadline for the resume submissions, a resume screening will be done by the Principal or the Administrative Assistant. Then, the employment application form will be sent to the selected applicants. After reviewing the employment application forms and supporting documents, the Principal will invite the selected candidates for an interview. The interviews will be conducted by the Principal. After the interview, the selected candidates will be invited to provide a sample lesson. The sample lesson evaluation committee will consist of teachers, parents, and administrators. Then, the committee makes its recommendation to the Principal. The Principal makes the hiring decision and finally the list of new hires are presented to the Board and approved in the first Board meeting.

### **Evaluation of Staff and Employees**

Formal evaluation of PIT Academy employees will be overseen by the School Principal, who reports back to the Board of Directors and the Board President. The principal or his/her designee will spend at least a class period with the teacher and students as a participant-observer. Both teacher and principal will write a brief summary of the observation period, noting learning goals, activities, strengths, and a reflection on which teacher actions and attitudes might have enhanced the learning activities. These summaries will be completed and exchanged within one week of the observation, after which the teacher and principal will meet to discuss them. Subsequent observations will build upon the objectives from each previous observation.

PIT Academy believes that teachers should be able to use information from student assessment as feedback on the effectiveness of particular instructional units or approaches. Both student and teacher assessments serve as mirrors of each other for both parties to gain useful information from both evaluations. As a result, part of the formal teacher evaluation will include a summary of student performance, a review of teaching methods, the identification of areas of curricular strength and weakness, and identification of staff development needs.

A final summative evaluation will be written by the principal near the end of the school year. This will include information about the teacher's readiness and ability to utilize feedback from previous evaluations to improve student learning. It will also include a self-evaluation written by the teacher.

Peer evaluation and mentoring are two other principles which PIT Academy will seriously take into consideration in its professional development program. School administration will ask every teacher voluntarily to announce at least one period of his or her teaching during a school year as open class for other administrators or teachers to come and observe. This will give opportunity to teachers to ask questions, share ideas through observing others' teaching techniques, and give both positive and negative feedback so that the teacher being observed can grow professionally . A variety of

incentives will be considered to increase the “open class” participation and a constructive feedback will be requested from observers.

### **Retention**

PIT Academy will implement equal opportunity and affirmative action programs for students/staff and will be an equal opportunity employer. In any instance of poor teacher performance reviews, appropriate notice will be given directly in writing to the employee by the principal, corrective and further action(s) will be outlined and subsequent review(s) will document the extent to which teacher performance conforms to the position expectations.

### **Salaries, Contracts and Benefits**

The salary scale of initial hiring process will be developed by the Board of Directors in the course of the initial estimates for budgeting purposes of the salaries that will be paid in accordance with the financial plan.

The terms of employment for teaching, administrative, and support staff of the PIT Academy will be determined by contracts negotiated within the parameters of relevant NC and federal statutes. PIT Academy faculty and staff will be required to enter into individual term employment agreements resembling those used in business but explicitly stating that all requirements of the law are made part of the agreement.

Teaching staff may be obligated to perform duties during the academic year, in-service days, or during the entire year depending upon their role and assignments in the school. The agreement affirms that any materials created by staff for use by PIT Academy, or produced using the staff or resources of the school, are works-for-hire and all intellectual property rights are vested in the school.

Full-time employee benefits will include Social Security, unemployment compensation, and other benefits required by federal, and state law or regulation.

## **Piedmont IT Academy Employee Handbook (Draft)**

### **About PIT Academy Employee Handbook**

This employee handbook contains information regarding many of the employment related policies and procedures of Piedmont IT Academy (hereby referred to as "PIT Academy"). This is not an employment contract, or is not intended to create contractual obligations of any kind.

The policies and procedures outlined in this handbook shall be applied at the discretion of PIT Academy and PIT Academy reserves the right to deviate from the policies and procedures of this handbook, or to withdraw or change them, at any time. We will notify you when an official change in policy or procedure has been made or implemented.

PIT Academy values the many talents and abilities of its employees and seeks to foster an open, cooperative, and dynamic environment where employees and the company alike can thrive. If you would like further information or have questions about any of the policies and procedures pertaining to your employment outlined in this handbook, please feel free to bring them to the attention of Principal.

### **STANDARD EMPLOYMENT PRACTICES**

#### **At-Will Employment**

PIT Academy does not offer tenured or guaranteed employment. Except as PIT Academy has otherwise expressly agreed in writing, your employment is at will and may be terminated by you or by PIT Academy at any time after giving proper notices as indicated in the handbook.

#### **Equal Employment Opportunity**

PIT Academy is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, or any other characteristic protected by law.

PIT Academy will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. An employee with a disability for which reasonable accommodation is needed should contact an administrator to discuss possible accommodations.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of Principal. Employees can raise legitimate concerns and make good faith reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including discharge.

#### **Sexual and Other Unlawful Harassment**

PIT Academy will endeavor to maintain a work environment that nourishes respect for the dignity of each individual. This policy is adopted in furtherance of that tradition.

It is against the policies of PIT Academy for an employee to harass another person because of the person's sex, race, color, religion, national origin, age, disability, sexual orientation, marital status, or other characteristic protected by law. Actions, words, jokes, or comments based on such characteristics will not be tolerated.

Consequently, it is against the policies of PIT Academy for an employee to sexually harass another person. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or environment.

Any employee who believes that he or she is being unlawfully harassed should immediately contact his/her immediate supervisor or Principal. All complaints of harassment will be promptly, thoroughly and confidentially investigated, and where necessary, appropriate corrective action will be taken. Any person found to have unlawfully harassed another employee will be subject to appropriate disciplinary action, up to and including discharge.

### **Immigration Law Compliance**

PIT Academy does not hire anyone that is not a citizen of the United States, or is not a non-citizen that is authorized to work in the U.S under the Immigration Reform and Control Act of 1986. As a condition of employment, all new and past employees must show valid proof that they are eligible to work in the United States.

### **Criminal Convictions**

PIT Academy reserves the right not to hire, or retain anyone that has been convicted of a criminal offense. Conviction of a crime that involves dishonesty may result in an automatic termination of employment. Before any decision is made, the nature of the crime and circumstances surrounding the conviction will be considered. All employees must be fingerprinted when they are employed.

### **Standards of Conduct**

PIT Academy expects that all employees conduct themselves in a professional and ethical manner. An employee should not conduct business that is unprofessional and unethical in any way, nor should an employee influence other employees to act unethically. Further, an employee should report any dishonest activities, or damaging conduct to an appropriate supervisor.

In the event that you become aware of another employee's behavior or actions which you believe, are inappropriate, illegal, problematic, or in any way inhibit or affect your job performance or the PIT Academy work environment, you should discuss such behavior or actions with the Principal.

All reasonable concerns will be promptly, thoroughly and confidentially investigated by PIT Academy and, where necessary, appropriate corrective action will be taken. You should not discuss such actions or behavior with other PIT Academy employees. Your discussing such matters with other employees may – in and of itself – create an unacceptable work environment for which you will be held responsible and for which you may be disciplined in accordance with PIT Academy’s disciplinary policy.

**Personnel File**

PIT Academy keeps personnel files on each of its employees. These files are confidential in nature, and are managed by Principal or designee. They will not be copied or be removed from the premises unless there is a legitimate business reason to do so.

All employees may view his or her personnel file by contacting Principal during normal business hours. No employee may alter or remove any document in his or her personnel file.

## GENERAL POLICIES AND PROCEDURES

### **Orientation**

In accordance with federal law, both new employees and re-hires will be required to provide documentation of identity and eligibility to work in the United States. The I-9 form will be used for this purpose.

New employees will also receive a copy of the Employee Handbook, and will be given the time to read it, and ask any clarifying questions of a Principal. The signed copy of the "Acknowledgement & Receipt of Understanding" will be placed in the employees personnel file.

### **Reporting Changes**

You are responsible for promptly notifying Principal of any change in your name, address, telephone number, marital status, citizenship, tax withholding allowances, emergency contact information, insurance beneficiary, or dependent insurance coverage. Accurate and correct information is vital for benefits and insurance records and other school files.

Each employee is required to notify School Administration, in advance, of the dates of all approved vacation or leave time to be taken. Additionally, employees are to inform the Administration of sick days taken and excessive lateness in arriving at work.

### **Certification**

PIT Academy Employees are required to hold or to be in the process of NC certification to execute their duties. PIT Academy Board of Directors shall compensate those properly certified employees as follows:

- (1) To receive compensation for a certificate, the original hard copy of the certificate must be provided to the administration.
- (2) If the original hard copy of the certificate is provided by August 15th of the school year, the employee will be compensated for the full year with \$2,000.
- (3) If the hard copy of the certificate is provided later than August 29, but during the school year, the employee will be awarded a prorated amount based on the remainder of the work days once the original hard copy of the certificate is received regardless of the effective date of the certificate. The compensation will not be retroactive.
- (4) Compensation will not be provided after the official contract period expires.

### **Job Classifications**

Employees are classified as one of the following three statuses:

- (1) Full-time: any employee that is regularly scheduled to work 40+ hours a week or more. Full-time employees are eligible for standard PIT Academy benefits.
- (2) Part-time: any employee that is regularly scheduled to work less than 40 hours per week. Part-time employees are not eligible for the standard PIT Academy benefits.
- (3) Temporary: any temporary worked that has a predetermined start and end date of employment. Temporary employees are not eligible for the standard PIT Academy benefits.

### **Pay Periods and Work Hours**

All employees are paid on the last business day of each month. When the last day of the month falls on a holiday or weekend, employees will be paid the day before the holiday or weekend.

PIT Academy's standard workweek for full-time employees is five days. Employees may not deviate from the School's hours of work, unless Principal specifically approves a request.

The school is open from 8:00 a.m. to 5:00 p.m., Mondays through Fridays. Employees have to attend any late evening parent-teacher conferences held during the week or on Saturdays if it is scheduled so without any compensation.

### **Payroll**

Both full time and part time employees will have federal and state taxes withheld from their wages. Payroll checks will not be released prior to the set pay schedule for any reason, nor will they be released to anyone other than the employee.

### **Performance Reviews**

Every PIT Academy employee will be subject to a performance appraisal at least once a year. The employee's supervisor or Principal will give these assessments. The reviews will focus on job-related strengths and weaknesses, as well as overall fit with the PIT Academy. Goals and improvement plans will be mapped out each review period, and progress will be measured at the next review.

Employees will have the opportunity to thoroughly review all performance appraisals, and provide a written opinion on it. All performance reviews and responses will become part of an employee's personnel file.

### **Expense Reimbursement**

PIT Academy will reimburse employees for reasonable pre-approved expenses. All expenses must be submitted with a receipt.

### **Attendance & Punctuality**

Punctuality and regular attendance are important to the smooth operation of PIT Academy. If you are consistently late or excessively absent, PIT Academy's ability to perform work is affected and an unfair burden is placed on your co-workers. Therefore, unless your absence is permitted or excused under PIT Academy's holiday, vacation, sick or other policies, you are responsible for being at work and arriving on time (8:00 am). If you feel sick, it is your responsibility to call your supervisor as soon as possible, preferably in advance of lateness and no later than one hour before the start of the workday

An employee who is absent for reasons other than those permitted or excused by PIT Academy's holiday, vacation, or leave policies, or who repeatedly fails to provide notice as required, will be subject to appropriate disciplinary action, up to and including discharge.

### **Availability for Work**

Employees must be available for work during normal business hours (8:00 am and 5:00 pm). If, for any reason, there is a change in your work availability status, you must notify principal at least 60 days prior to the change.

### **Mandatory Meetings**

Employees may be required to attend mandatory meetings. In the event that a mandatory meeting interferes with an employee's regular schedule, no overtime will be paid for attendance.

### **Holidays and Vacations**

The following are paid holidays for eligible employees:

- New Year's Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day and the following Friday
- Christmas Eve
- Christmas Day

Vacation time is offered to full-time 12-month employees based on the following schedule:

*Year of Service:*

- 1st & 2nd years: 10 working days per year.
- 3rd & 4th years: 15 working days per year.
- 5th year or more: 20 working days per year.

The 1st year of service is considered the year in which Eligible Employee status is attained. For example, 2012 would be considered the 1st year of service for an employee whose start date falls in October, November or December of 2010.

Vacations are earned from January 1 to December 31 of each calendar year, and are taken in the same year in which they are earned (for example, vacation time earned in 2012 is to be taken between January 1, 2012 and December 31, 2012). Vacation time must be scheduled and approved in advance by your supervisor. PIT Academy will not carryover or pay out any unused vacation time from one year to the next. An authorized PIT Academy holiday that falls on a normal business day during your vacation is not counted as a vacation day.

When given advance notice, PIT Academy will consider requests for additional time without pay. If you have a special type of vacation in mind, talk to Principal to see what can be worked out.

### **Drugs and Alcohol**

PIT Academy will not tolerate the use or possession of alcohol or illegal drugs on the job or on School property.

Employees using or possessing alcohol or illegal drugs on School property or while at

work or who report to work under the influence of alcohol or illegal drugs will be subject to disciplinary action, up to and including discharge.

### **Violence & Weapons**

PIT Academy takes threats of violence extremely seriously. Any act or threat of violence by or against any employee, parent, student or visitor is strictly prohibited. This policy applies to all School employees, whether on or off School property.

Any use or possession of weapons, whether illegal or not, is prohibited on School property, or while on School hours. This includes knives, guns, martial arts weapons, or any other object that is used as a weapon. Any employee caught possessing a weapon will be disciplined, up to and including termination.

### **Staff ID Cards and Keys**

Staff ID cards are issued at the beginning of the school year. Staff must wear his/her ID all times during the work days and hours. IDs can be replaced if lost with a \$10.00 renewal fee.

The school entrance and classroom/office keys are issued to employees at the beginning of the school year. Keys can be re-cut by the school with a fee of \$10.00 per key

### **Smoking**

Smoking is not allowed in and around PIT Academy premises.

### **Food and Beverage**

PIT Academy sometimes has visitors in the school building. The School's surroundings should always reflect a professional appearance. Eating at your desk is acceptable, but should be done unobtrusively and in a manner so as to prevent damage to valuable School equipment and other property. All employees are personally responsible for keeping the area around their workstation clean and presentable. Employees are also responsible for returning meeting areas to a clean and presentable condition after use.

### **Conserving Energy**

Employees are encouraged to conserve energy by shutting down their computers, monitors and printers at night, and by turning off the lights when not needed or in use.

### **Visitors**

Only authorized visitors are permitted at PIT Academy premises.

All visitors must enter through the reception area, and receive a name badge. Any employee that notices an unauthorized visitor should notify their supervisor immediately.

### **Workplace Attire**

PIT Academy has a professional dress environment. Employees are expected to use good judgment and taste, and to show courtesy to their co-workers, students and parents by dressing in a fashion that is presentable and appropriate. Male teachers have to wear tie.

Employees are to dress in appropriate business attire for meetings with parents at School's offices or other locations. No jeans, miniskirts, cargo pants, and flip flops are allowed.

On Fridays, employees can wear school uniform or the PIT Academy spirit shirt for the top. Employees are allowed to wear jeans with these tops. However, professional dress can be required on a Friday due to a special occasion.

### **Phone Use, Voice Mail and Electronic Mail**

Telephones are provided to enable employees to carry out work assignments in an efficient manner. Personal telephone calls should be kept to a minimum and personal toll calls should not be made at PIT Academy's expense. Phone calls from parents, co-workers and the Administration must be responded within 48 hours.

All electronic and telephone communication systems and all communications and information transmitted by, received from, or stored in these systems are the property of PIT Academy and as such are intended for job-related purposes. Personal use should be kept to a minimum.

Electronic or telephone communication systems may not be used to transmit messages that may be considered inappropriate under PIT Academy's policies, including those prohibiting harassment. Employees are not permitted to use a code, access a file, or retrieve any stored communication unless authorized to do so or unless they have received prior clearance from an authorized School representative. All pass codes are the property of PIT Academy and may be used by PIT Academy to access electronic and telephone communications at any time. PIT Academy reserves the right to monitor any electronic, telephone, or other communications made using PIT Academy systems or property. E-mails from parents, co-workers and administrators must be replied within 48 hours.

### **Social Media Participation & Interaction**

PIT Academy prohibits teachers and staff members from connecting with students on social networking websites, such as Facebook, MySpace, Twitter, and from engaging in online social networking with students. All employees must decline any "friend" or connection invitations that they receive from students.

All employees are required to conduct themselves in their online interactions with parents according to the same standard of behavior that is demanded of in-person interactions. Employees are to approach and interact professionally at all times with other employees and parents. PIT Academy prohibits networking with parents if an employee's shared information includes information that normally would not be permitted to be shared with parents.

PIT Academy reminds all employees that their responsibility to maintain confidentiality of personal information about students and families governs them at all times, including during their online activity. If employees choose to have personal social media accounts

or online presence, they are not permitted to identify themselves as speaking on behalf of the school.

### **Use of School Property**

All School workspace, including file cabinets and lockers are the property of PIT Academy, and must be available to management at all times. The use of personal locks on any School property is strictly forbidden. No School property may be used to house personal files or items. No School equipment, including computers, photocopiers or printers may be used for personal business.

### **Postage, Shipping and Office Supplies**

Postage, shipping, and office supplies paid for by the school are for business purposes and are not to be used for an employee's personal purposes.

### **Personal Property**

PIT Academy does not assume responsibility for any personal property located on its premises. Employees are to use their own discretion when choosing to bring personal property into the school property, and do so at their own risk. Additionally, employees may not bring or display in the school any property that may be viewed as inappropriate or offensive to others.

### **Personal Safety**

The safety of each employee's health and security is very important to PIT Academy. PIT Academy is willing to make reasonable efforts to address an employee's safety concerns. Employees should remember to use caution and good judgment in all activities, and should notify their supervisor or principal if they believe there is a safety issue that should be addressed.

### **Office Security**

Shortly after an employee's start date, he/she may be given a key to gain access to the offices and /or classrooms. The last employee to leave the school at night is responsible for making certain that all doors are locked.

### **Monitoring & Searches**

All School property is subject to recording, monitoring and review at all times. This includes, but is not limited to, desks, lockers, computers and email files. Reasons for searches and reviews include, but are not limited to, personal abuse of company property, theft investigation and improper disclosure of confidential information.

PIT Academy retains the right to conduct searches at any time. This includes the right to search individual computers or files, even if protected by a password. Any employee that attempts to obtain or alter a password for the purpose of accessing restricted files will be subject to disciplinary action, up to and including termination.

### **Confidential Information**

PIT Academy requires that employees not disclose information held to be confidential by PIT Academy. Any concerns and questions about this policy should be addressed to Principal.

## LEAVE POLICIES

### **Personal Days**

Full time Employees are eligible for 3 personal days. Employee has to inform the principal or his /her designee for his/her intention to use the personal day(s) 1 week in advance. This procedure allows your supervisor to arrange substitutes in your absence.

### **Sick Leave**

Full time Employees are eligible for 5 sick days.

The following guidelines are designed for the proper use of sick leave:

- a) If you do not report to work, you must phone your supervisor or have someone call for you as early as possible after the office opens. This procedure allows your supervisor to arrange substitutes in your absence.
- b) If you must leave the school before closing time because of illness, inform the principal.
- c) If you foresee the need to take sick leave (e.g., for non-emergency surgery or for a doctor's appointment), tell the principal as soon as possible so that plans can be made to cover your absence.
- d) Disabilities related to pregnancy or birth of a child will be treated as all other disabilities for purposes of PIT Academy's leave policies.
- e) If you are absent because of sickness or disability, PIT Academy may require that a doctor of PIT Academy's choice examine you.
- f) Sick leave unused at the end of the year may not be carried over into the next year.
- g) Employees who do not fulfill their contract will not be paid for unused sick leave when their employment ends before the end of the school year.

If you are eligible for sick leave, you may use the leave to care for your sick or injured children on the same terms that apply to use for your own illnesses or injuries.

### **Unused Sick and Personal Days**

Unused sick and personal days will be cashed as \$50.00/day if employee stays for the whole school year and paid to employee in the last working day of that school year.

### **Short-Term Disability Leave**

Paid short-term disability leave is available for an absence due to an employee's illness or disability, including pregnancy-related disability, which extends for six or more consecutive scheduled working days. Full-time employees are allowed ten days of short-term disability leave per calendar year. Unused short-term disability days may not be cashed out or carried over into subsequent years.

An employee seeking short-term disability leave benefits must submit a statement from a doctor demonstrating that he or she is unable due to illness or injury to perform the job and stating the expected duration of the inability to work. If the medical information submitted is not, in the discretion of PIT Academy, sufficient to establish inability to

work, the employee may be required to submit to an examination by a doctor selected and paid by PIT Academy.

### **Personal Leave of Absence**

Requests for personal leave without pay are considered individually and granted at the discretion of the Administration. The reason for the request, the employee's length of service, the employee's work record, and the demands of the individual's job are examples of the type of factors typically considered in evaluating a request for personal leave of absence. A request for personal leave of absence will be granted only if the employee is not eligible for any other type of leave. An employee may not be on personal leave of absence for more than 3 days when school is in session and 1.5 months when school is not in session during summer months.

### **Jury Duty**

Employees summoned for jury duty will be allowed the necessary time off from work to perform this civic responsibility. Employees must give PIT Academy 15 days advance notice. PIT Academy will pay such employees the difference between their regular salary and any jury duty fees received. Employees will be expected to report to work during all regular hours if their presence is not required in a jury room or court. PIT Academy may require the employee to supply documentation from the court affirming the employee's jury duty service.

### **Military Duty**

Employees who are absent from work in order to attend an annual encampment in a recognized reserve branch of the armed forces of the United States will receive a paid leave of absence of up to a maximum of two weeks per year. Leaves for military service and reinstatement after performing military service will be provided in accordance with the requirements of law.

### **Funeral Leave**

When a death occurs in an employee's immediate family, an employee may take up to three days with pay in order to attend the funeral or make funeral arrangements. In unusual circumstances, additional time off may be granted, with or without pay, at the discretion of PIT Academy. For purposes of the funeral leave policy, "immediate family" means an employee's spouse or child, as well as a parent, grandparent, brother, or sister of the employee or the employee's spouse.

### **Emergency Closings and Severe Weather**

Unless notified by your supervisor, you are to report to work on all regularly scheduled days, regardless of weather conditions. If you are unable to report to work due to weather conditions, you must notify your supervisor as soon as possible.

In the event that the PIT Academy closes due to severe weather conditions or another reason, you will not be required to report to work. You will be paid for that day, and it will not be counted as a vacation day.

## **EMPLOYEE BENEFITS**

The following is a list of benefits that PIT Academy makes available to Eligible Employees. The descriptions in this handbook are a summary only. The separate plan documents explain each benefit in more detail and the language of the plans' documents controls the various plans. Benefits may be modified, added or terminated at any time by the insurance company or benefit provider, per the terms of the plan, or by PIT Academy, at its discretion.

### **Benefits Eligibility**

Full-time employees are eligible for the benefits outlined below. Part-time employees (less than 40 hours per week) are not eligible for these benefits.

### **Medical Insurance**

Medical insurance is available for Eligible Employees and their qualified dependents. Refer to the plan summary for details regarding coverage, eligibility, waiting periods and cost.

PIT Academy pays 80% of the health insurance cost for the employee, spouse, and dependents.

### **Social Security**

All full-time PIT Academy employees will be enrolled to Social Security.

### **Worker's Compensation**

PIT Academy requires that all employees report job-related accidents or injuries to a supervisor immediately, whether the accident occurred on or off School premises. Failure to report an injury, regardless of how minor, could result in difficulty with the employee's claim.

All workers' compensation claims will be paid directly to employees, and employees are expected to return to work immediately upon release by their doctor.

### **Child Acceptance Eligibility**

Employees of PIT Academy can bring their children to PIT Academy without being exposed to any lottery only if room is available at the child's appropriate grade level.

### **Life Insurance**

PIT Academy may offer life insurance to full time employees at their own expenses.

### **Short term and long term disability insurance**

PIT Academy will provide short term and long term insurance to full time employees.

## **DISCIPLINARY POLICIES**

### **Problem Resolution**

PIT Academy seeks to deal openly and directly with its employees, and believes that communications between employees and the Administration is critical to solving problems.

Co-workers that may have a problem with one another should attempt to resolve the problem themselves. If a resolution cannot be agreed upon, both employees should approach the principal, who will work with the employees to determine a resolution. In these instances, the decision of the principal is final.

Employees that have a problem with a supervisor should first go to the supervisor and state the problem. If a resolution cannot be agreed upon, the employee should present his or her problem, in writing, to Principal. The decision of the Principal will be final.

### **Discipline**

PIT Academy's policy is to attempt to deal constructively with employee performance problems and employee errors. The disciplinary process will be determined by PIT Academy in light of the facts and circumstances of each case. Depending upon the facts and circumstances, the discipline applied may include, among other things, oral or written warnings, probation, suspension without pay, or immediate discharge. Each situation will be considered in light of a variety of factors including, but not limited to, the seriousness of the situation, the employee's past conduct and length of service, and the nature of the employee's previous performance or incidents involving the employee. Details of this process are outlined further in the Corrective Action section below.

### **Corrective Action**

Corrective Action is taken against an employee in response to a rule infraction or a violation of School policies. Correction action will continue until the violation or infraction is corrected.

Corrective Action usually begins with a verbal warning, followed by a written warning that is placed in the employee's personnel folder. If more serious corrective action is required, the employee may be put on probation, or have his or her employment terminated.

PIT Academy considers some violations as grounds for immediate dismissal, including, but not limited to: insubordinate behavior, theft, destruction of company property, breach of confidentiality agreement, untruthfulness about personal background, drug or alcohol abuse, or threats of violence.

## **SEPARATION POLICIES**

### **Job Abandonment**

Employees of PIT Academy who are absent for more than two consecutive days without notifying a direct supervisor will be considered to have voluntarily abandoned their employment with the School. The effective date of termination will be the last day the employee reported for work. The North Carolina Department of Public Instruction will be informed of the employee's practice.

### **Termination**

PIT Academy does not have tenure or guaranteed employment. You or PIT Academy

may terminate your employment at any time after giving notice. (Employees 60 days and School 30 days) with or without a reason.

Termination may result from any of the following: (i) Corrective action measures, which include infractions for violation of company policies, (ii) layoffs, which include the elimination of an employee's job function or headcount reduction due to redundancy or cost reduction, and (iii) involuntary dismissal, which may include poor performance reviews or failure to demonstrate an acceptable attitude in the workplace.

### **Termination Process**

PIT Academy requires that employees return all documents, files, computer equipment, school tools, keys and other School owned property on or before the last day of work. When all School owned property has been collected, the employee will receive his or her final paycheck.

### **Employment References**

Due to confidentiality considerations, PIT Academy does not provide employment references for former employees. Human Resources will provide dates of employment and positions held only.

## **B. QUALIFICATIONS REQUIRED FOR INDIVIDUAL POSITIONS**(G.S.115C-238.29F(e))

List the qualifications and appropriate licenses that each position must have to perform the job function(s). Describe the plan to meet the licensure requirements for teachers and paraprofessionals as prescribed by state law and No Child Left Behind. If individuals have already been identified for specific positions, please provide their qualifications and/or resumes in the appendices.

All core subject teachers will be highly qualified as outlined by the Federal No Child Left Behind Act. As North Carolina State Statutes requires, 75% of elementary school teachers and 50% of middle and high school teachers will be licensed. Teachers who are not licensed will hold a minimum of Baccalaureate degree in a related field. PIT Academy will strongly encourage its non-licensed teachers to become North Carolina licensed by going through the licensure procedures.

The school believes that the quality of the professional staff is an important factor in determining the quality of education offered. It is the responsibility of the principal to locate and recruit the best-qualified candidates to meet the school's educational needs. The school will prefer qualified certified personnel in the first place. However, in case of shortage of certified candidates and/or for any other reason deemed appropriate by the principal, candidates from traditional secondary environments, from postsecondary environments, from international teacher recruitment organizations, and from business, industry and the military will also be considered. Staff selection shall be based on strong academic preparation, professional competence, intellectual rigor, emotional maturity, enthusiastic professional attitude, knowledge of instructional practices, and ability to contribute to the advancement of the school mission. Emphasis will be placed on the candidate's academic records and his/her previous relevant experience.

All prospective employees at PIT Academy will be required to submit at least three references of professional ability and personal character. Fingerprints will be submitted for a criminal background check through the North Carolina Department of Justice's Criminal History Records. No prospective employee will be hired if such background check reveals a criminal history that indicates the individual poses a potential threat to the safety of students or personnel or the integrity of the school community.

### **1. Job Descriptions for Individual Positions**

#### **Principal:**

Requires a Bachelor's degree in a technical discipline or Secondary Education, and at least 1 year of experience in charter school administration or teaching. Master degree is preferred. Experience involving charter application preparation / charter school startup is a plus. Job duties for the position include:

- Directs and coordinates educational, administrative, and counseling activities of secondary school.

- Develops and evaluates educational program to ensure conformance to state and school board standards.
- Develops and coordinates educational programs through meetings with staff, review of teachers' activities, and issuance of directives.
- Confers with teachers, students, and parents concerning educational and behavioral problems in school.
- Establishes and maintains relationships with colleges, community organizations, and other schools to coordinate educational services.
- Requisitions and allocates supplies, equipment, and instructional material as needed.
- Directs preparation of class schedules, cumulative records, and attendance reports.
- Observes and evaluates teacher performance. Interviews and hires teachers.
- Observes school activities to monitor safety and security. Plans and monitors school budget.
- Plans and presents proposals for funding and grants related to charter school status.
- Develops and administers educational programs for students with special needs.

**Assistant Principal:**

The Assistant Principal will hold a minimum of Bachelor's degree and one year charter school teaching experience. He/she will assist the Principal in planning and assessing the educational program. He or she promotes fairness for students and staff from all cultural backgrounds, and communicates with students and staff in an effective manner. He or she assists in organization of the school improvement plan with staff, parents, and community members and, helps the Principal to design, manage, and implement information systems to manage and track progress on school goals and academic excellence indicators. The Assistant Principal conducts employee evaluation conferences based on records of performance evaluation, assists the Principal in interviewing, selecting and orienting new employees, and assists in scheduling student activities by participating in the development of class schedules, teacher assignments, and extracurricular activity schedules. The Assistant principal ensures that the school complies with all applicable federal and state laws.

**Teachers:**

Bachelor's degree required with a concentration in education, curriculum or teaching specialty; Master's degree preferred. Prior teaching experience in K-12 education preferred; demonstrated leadership abilities. The candidate must have a valid North Carolina Secondary (K-12) teaching license or eligible for lateral entry licensure. Must possess a thorough and current knowledge of curriculum and effective teaching practices and group dynamics; successfully demonstrate competence in human relations, communicate effectively orally and in writing, are proficient in supervision, exercise good leadership skills, establish a school climate conducive to goal accomplishment and support the school philosophy. Good knowledge of charter school concept is a plus.

**C. ENROLLMENT**

Provide a plan indicating how the school will reasonably reflect the demographic composition of the district in which the charter school will be located or of the special population the school seeks to serve: (G.S.115C-238.29F(g)(5))

PIT Academy will be a public school with an open enrollment policy. Therefore, we anticipate that the school demographics should reflect the local demographics.

According to Census 2010, Union County currently has the following demographic information:

White persons, percent, 2010 (a)	79.0%
Black persons, percent, 2010 (a)	11.7%
American Indian and Alaska Native persons, percent, 2010 (a)	0.4%
Asian persons, percent, 2010 (a)	1.6%
Native Hawaiian and Other Pacific Islander, percent, 2010 (a)	Z
Persons reporting two or more races, percent, 2010	1.9%
Persons of Hispanic or Latino origin, percent, 2010 (b)	10.4%
White persons not Hispanic, persons, 2010	74.6%

According to the Union County Schools website (\*), Union County Public Schools currently has the following demographic information in its enrollment:

White	68%
African American	13%
Hispanic	14%
Other	5%
AIG Learners	14.5%
EC Students	9.27%

\* <http://www.ucps.k12.nc.us/communications/pdfs/factsfigures09-10.pdf>

In order to make sure that PIT Academy continuously represents local demographics, it will collect demographic information from the application forms at the beginning of each academic year and accordingly tailor recruiting efforts towards underrepresented communities.

The proposed school will abide by the charter school legislation, G.S. 115C-238.29F(g)(5), as stated below:

*A charter school shall not discriminate against any student on the basis of ethnicity, national origin, gender, or disability. Except as otherwise provided by law or the mission of the school as set out in the charter, the school shall not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude, athletic ability, disability, race, creed, gender, national origin, religion, or ancestry.*

**The Piedmont IT Academy shall not discriminate against any student on the basis of ethnicity, national origin, gender, or disability. Except as otherwise provided by law or the mission of the school as set out in the charter, the school shall not limit admission to students on the basis of intellectual ability, measures of achievement or aptitude, athletic ability, disability, race, creed, gender, national origin, religion, or ancestry.**

In the following tables, please list for each year and grade level, the numbers of students that the school reasonably expects to enroll. In addition, please indicate any plans to increase the grade levels offered by the school. Explain the analysis utilized to determine these specific enrollment figures

**The numbers in the following tables are projections, or estimates, and do not bind the State to fund the school at any particular level.**

*For the first two years the State will fund the school up to the maximum projected enrollment for each of those years as set forth and approved in the projected enrollment tables. However, in subsequent years, the school may increase its enrollment only as permitted by G.S. 115C-238.29D(d), that is, an increase of 20% per year based on the previous year's enrollment. Any increase above 20% must be approved by the State Board of Education in accordance with G.S. 115C-238D(d).*

Please see the tables starting with the following page for the projected enrollment in the school from 2012-2013 through 2016-2017 school years. PIT Academy believes in a small class size for more effective instruction provided that the school has sound financials, especially during the inception phase of the school. For this reason, we assumed up to 20 students per classroom for two classrooms in the elementary school. In middle and high school, we assumed up to 24 students per classroom. Since PIT Academy will be an IT focused school, its instruction will be more targeted and specialized towards middle school and high school students. For this reason, we also plan to gradually increase the student population in middle school starting with the 2<sup>nd</sup> year and with the 6<sup>th</sup> grade. For example, in the second year, we will offer K-7, and the planned 6<sup>th</sup> grade students will increase from 44 to 72, compared to the 1<sup>st</sup> year. The trend will continue in the following years.

**PROJECTED  
ENROLLMENT  
2012-13 through 2016-  
2017**

List LEA #1 –Union County

List LEA #2 –Mecklenburgh County

List LEA #3 –Cabarrus County

IDENTIFY LEA FROM WHICH  
STUDENTS WILL PROBABLY  
COME

**GRADES**

	2012-2013			2013-2014			2014-2015			2015-2016			2016-2017		
	LEA 1	LEA 2	LEA 3												
<b>Kindergarten</b> <b>K</b>	<u>30</u>	<u>3</u>	<u>3</u>												
<b>First</b> <b>1</b>	<u>30</u>	<u>3</u>	<u>3</u>												
<b>Second</b> <b>2</b>	<u>34</u>	<u>3</u>	<u>3</u>												
<b>Third</b> <b>3</b>	<u>32</u>	<u>4</u>	<u>4</u>												
<b>Fourth</b> <b>4</b>	<u>32</u>	<u>4</u>	<u>4</u>												
<b>Fifth</b> <b>5</b>	<u>32</u>	<u>4</u>	<u>4</u>												
<b>Sixth</b> <b>6</b>	<u>36</u>	<u>4</u>	<u>4</u>	<u>60</u>	<u>6</u>	<u>6</u>									

PROJECTED ENROLLMENT 2012-13 through 2016-2017(continued)

		<b>2012-2013</b>			<b>2013-2014</b>			<b>2014-2015</b>			<b>2015-2016</b>			<b>2016-2017</b>		
		LEA 1	LEA 2	LEA 3												
<b>Seventh</b>	<b>7</b>				<u>35</u>	<u>4</u>	<u>5</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>
<b>Eighth</b>	<b>8</b>							<u>34</u>	<u>5</u>	<u>5</u>	<u>60</u>	<u>6</u>	<u>6</u>	<u>60</u>	<u>6</u>	<u>6</u>
<b>Ninth</b>	<b>9</b>										<u>17</u>	<u>3</u>	<u>4</u>	<u>38</u>	<u>5</u>	<u>5</u>
<b>Tenth</b>	<b>10</b>													<u>18</u>	<u>3</u>	<u>3</u>
<b>Eleventh</b>	<b>11</b>															
<b>Twelfth</b>	<b>12</b>															
<b>Totals</b>	<b>LEA</b>	<u>226</u>	<u>25</u>	<u>25</u>	<u>285</u>	<u>31</u>	<u>32</u>	<u>344</u>	<u>38</u>	<u>38</u>	<u>387</u>	<u>42</u>	<u>43</u>	<u>426</u>	<u>47</u>	<u>47</u>
<b>Overall Total Enrollment</b>		<u>276</u>			<u>348</u>			<u>420</u>			<u>472</u>			<u>520</u>		

## **D. BUDGET**

Related revenue and expenditure projections are given starting with the following page.

PIT Academy plans to employ **Acadia NorthStar, a NC limited liability corporation specialized in charter school accounting in NC**, as the accounting agent once the school commences operation. Please see the letter of commitment with Acadia NorthStar below. Revenue and expenditure figures in the budget have been prepared with certain more realistic assumptions made (relevant places noted on the budget) from Acadia NorthStar's experience in this area.

After the approval of the charter by the state, Board of Directors will organize two fundraisers to absorb the startup costs of the school. PIT Academy will work with the owner of the building and other vendors to defray any incurring expenses related to startup of the school by explaining the funding procedures and timelines of NC DPI for charter schools.



# Acadia NorthStar, L.L.C. Letter of Commitment

Charter School Name (hereinafter "Client"): Piedmont IT Academy  
State: North Carolina

This Letter of Commitment (hereinafter "Commitment") entered into by and between Acadia NorthStar, L.L.C., a North Carolina Limited Liability Company based in Rutherfordton, North Carolina and authorized to conduct business in North Carolina (hereinafter "Contractor") and Client. This Commitment and the terms specified herein shall extend to any successor entity to Contractor including a corporation, group, organization, association or company.

In exchange for startup support services associated with the application or planning of the charter in the name of Client, including but not limited to review and commentary regarding the charter proposal, review and recommendations regarding the budget and other general management and operations advice, Client agrees, on the contingency that a charter is granted by the above noted state and on the contingency that Client commences operations, to engage Contractor in a Service Agreement for financial management services for a period of three years beginning on July 1 of the year that Client commences operations. Financial Management services will be extended to client based on the following fee schedule:

- Operating Year 1: The greater of \$16,000 or \$125.00 per enrolled student.
- Operating Year 2: The greater of \$16,000 or \$125.00 per enrolled student.
- Operating Year 3: The greater of \$16,000 or \$125.00 per enrolled student.

Fees and terms of contract may be renegotiated by mutual consent thirty days following the first day of school in the first operating year. Client acknowledges that the above stated fees do not include any costs for software or software support, grant writing, student information management, board training or other additional fee-based services. Rates for said services will be negotiated under a separate instrument.

Contractor acknowledges that if Client is not granted a charter or does not commence operations, that Client owes Contractor nothing.

In the event that Client is granted a charter and commences operations but does not fulfill the terms of this Commitment, Client agrees to pay contractor the sum of \$15,000.00 for startup support services rendered. Said payment shall be forwarded within 10 business days of the first day of Client's opening day of school. Upon payment of said fees, Client has no further obligation to Contractor.

By having set my signature upon this Commitment, I hereby attest that I understand and agree to, without exception, the terms set forth in this Letter of Commitment.

SIGNATURE - AUTHORIZED AGENT

02-05-10

DATE

Ismail Yavuz SAKA OGLU

PRINTED NAME OF AUTHORIZED AGENT

DAVID M. FAUNCE, CHIEF FINANCIAL OFFICER, ACADIA NORTHSTAR, L.L.C.

**Budget: Revenue Projections 2012-13 through 2016-2017**

INCOME: REVENUE PROJECTIONS	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
<i>Number of Students</i>	276	346	420	472	520
<i>Number of EC Students</i>	33	42	51	57	63
<i>% of EC Students</i>	12%	12%	12%	12%	12%
<i>Per-Student Allotments<sup>1</sup></i>					
<i>State ADM</i>	\$4,343.92	\$4,343.92	\$4,343.92	\$4,343.92	\$4,343.92
<i>EC Headcount</i>	\$3,649.02	\$3,649.02	\$3,649.02	\$3,649.02	\$3,649.02
<i>Local per-pupil</i>	\$1,987.61	\$1,987.61	\$1,987.61	\$1,987.61	\$1,987.61
<i>Annual increase projected</i>					
<i>--State ADM Funds</i>	\$1,319,777.46	\$1,664,067.24	\$2,010,655.89	\$2,257,010.73	\$2,488,624.49
<i>--Local Per Pupil Funds</i>	\$548,579.81	\$691,687.58	\$834,795.36	\$938,150.98	\$1,033,556.16
<i>--Federal Funds</i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>--Grants<sup>2</sup></i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>--Foundations<sup>2</sup></i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>--Private Funds<sup>2</sup></i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>--Other Funds<sup>2</sup></i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>TOTAL INCOME</b>	<b>\$1,868,357.27</b>	<b>\$2,355,754.82</b>	<b>\$2,845,451.25</b>	<b>\$3,195,161.71</b>	<b>\$3,522,180.65</b>

<sup>1</sup>Weighted average of allotments for Union, Cabarrus and Mecklenburg counties

<sup>2</sup>If you are depending on these sources of funding to balance your operating budget, please provide documentation, such as signed statements from donors, foundations, etc., on the availability of these funds.

LEA NAME	\$/ADM	LEA Adjustment	Adjusted \$/ADM	\$/ EC HEADCOUNT*	% of Students
Union County	4,642.52	(289.67)	4,352.85	3,649.02	70.0%
Mecklenburg County	4,650.32	(289.67)	4,360.65	3,649.02	20.0%
Cabarrus County	4,537.64	(289.67)	4,247.97	3,649.02	10.0%
Weighted Average	4,633.59	(289.67)	4,343.92	3,649.02	100%

**2010-2011 Local Per-Pupil Allotments**

LEA NAME	\$/Pupil	% of Students
Union County	1,970.00	70.0%
Mecklenburg County	2,244.24	20.0%
Cabarrus County	1,597.60	10.0%
Weighted Average	1,987.61	100%

**Budget (continued): Expenditure Projections 2012-13 through 2016-2017**

BUDGET EXPENDITURE PROJECTIONS GS 115C-238.B(b)(5)		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
Enrollment		276		348		420		472		520	
Grades		6		7		8		9		10	
Avg. Students/Class		20		21		21		22		22	
Classrooms		14		17		20		22		24	
<b>PERSONNEL</b>											
Total # staff		26	\$932,200	32	\$1,172,287	39	\$1,420,774	44	\$1,580,014	46	\$1,665,406
	Avg. Salary										
-Administrator(s)	\$65,000	1	\$65,000	2	\$130,000	2	\$130,000	2	\$130,000	2	\$130,000
-Clerical	\$23,000	2	\$46,000	3	\$69,000	3	\$69,000	3	\$69,000	3	\$69,000
-Teachers	\$34,000	18	\$612,000	20	\$680,000	26	\$884,000	29	\$986,000	31	\$1,054,000
-Librarians	\$26,000	6	\$0	7	\$26,000	7	\$26,000	7	\$26,000	7	\$26,000
-Guidance	\$32,000	6	\$0	7	\$32,000	7	\$32,000	7	\$32,000	7	\$32,000
-Teacher Assistants	\$18,400	3	\$55,200	3	\$55,200	4	\$73,600	5	\$92,000	5	\$92,000
-Custodian	\$20,000	1	\$20,000	1	\$20,000	1	\$20,000	2	\$40,000	2	\$40,000
-Maintenance	\$0	6	\$0	0	\$0	6	\$0	0	\$0	0	\$0
-Food Service	\$0	6	\$0	0	\$0	6	\$0	0	\$0	0	\$0
-Bus Driver	\$0	6	\$0	0	\$0	6	\$0	0	\$0	0	\$0
-Technology	\$34,000	1	\$34,000	1	\$34,000	1	\$34,000	1	\$34,000	1	\$34,000
-Contracted Services			\$100,000		\$126,087		\$152,174		\$171,014		\$188,406
EMPLOYEE BENEFITS		18%	\$167,796		\$211,012		\$255,739		\$284,403		\$299,773
STAFF DEVELOPMENT			\$31,200		\$39,236		\$47,552		\$52,882		\$55,740
MATERIALS AND SUPPLIES			\$152,994		\$106,009		\$170,727		\$191,710		\$211,331
OFFICE SUPPLIES			\$23,140		\$26,805		\$30,434		\$33,883		\$37,535
INSTRUCTIONAL EQUIPMENT			\$68,540		\$39,380		\$73,077		\$99,607		\$37,240
OFFICE EQUIPMENT			\$39,000		\$17,668		\$21,341		\$29,250		\$26,416
TESTING MATERIALS			\$6,900		\$8,700		\$10,500		\$11,800		\$13,000
INSURANCE <sup>1</sup>			\$23,354		\$29,447		\$35,568		\$39,940		\$44,027
UTILITIES <sup>1</sup>			\$42,038		\$53,004		\$64,023		\$71,891		\$79,249
RENT year 1 modular + setup			\$272,580		\$333,505		\$394,858		\$441,080		\$484,695
MAINTENANCE & REPAIR <sup>1</sup>			\$13,629		\$14,310		\$15,026		\$15,777		\$16,566
TRANSPORTATION - Yr 1 - 2 Bus Purch@30K ea.			\$17,000		\$18,700		\$20,570		\$22,627		\$24,890
MARKETING			\$20,000		\$20,000		\$20,000		\$20,000		\$20,000
FOOD/CAFETERIA SUPPLIES			\$2,500		\$3,152		\$3,804		\$4,275		\$4,710
<b>TOTALS</b>			\$1,812,872		\$2,093,216		\$2,583,994		\$2,899,139		\$3,020,578
<b>Projected Surplus/Shortfall:</b>			\$55,486		\$262,539		\$261,457		\$296,022		\$501,603

<sup>1</sup> Total Facilities Cost (% of budget):

19%

21%

20%

20%

21%

**E. WORKING CAPITAL and/or ASSETS ON DATE OF APPLICATION**

Cash on Hand \$0

Certificates of Deposit \$0

Bonds \$0

Real Estate \$0

Capital Equipment \$0

Motor Vehicles \$0

Other Assets \$0

**TOTAL \$0****ADDITIONAL NOTES:**

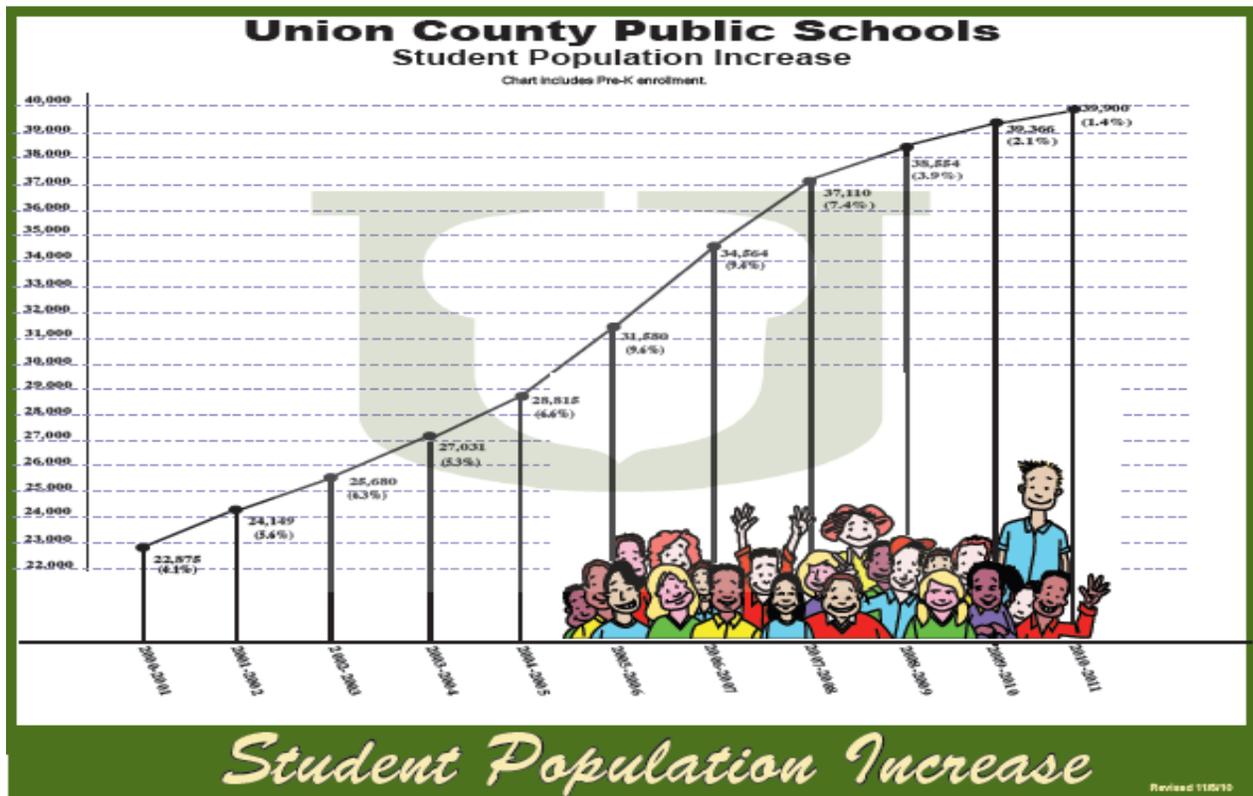
**F. MARKETING PLAN (GS 115C.238.29F(g)(1-7))**

Marketing to potential students and parents is vital to the survival of a charter school. Reaching the full capacity for enrollment will be critical to obtain the necessary financial resources to keep your school viable and operating efficiently. In addition, it is required by law that charter schools provide equal access to all students. Read the charter school State Statute regarding admissions GS 115C.238.29F(g) (1-7) carefully. Describe how the board will market the school to all populations (including various community ethnic groups, teachers and other employees, and the general public) to ensure that the school fully complies with the State Statute to mirror the diversity of the local education agency.

In order to assess if there is a need for a Math and IT focused charter school in Union County. The founding school Board has first studied the demographics and expected growth within next years in Union County and the School district.

**Population & Growth Population**

Population & Growth	Population	Annual Growth Rate
2015 Total Population	252,007	4.0%
2010 Total Population	207,572	5.2 %
2000 Total population	123677	--



Then the Board of Directors has come up with a plan to get the word out regarding the proposed school next school year. According to the marketing plan, we met with numerous elected and public officials and members of local community organizations, churches, and neighborhood associations.

The overall feedback for the school plans and its direct impact to Union County we received was very positive, supportive, and encouraging.

**Community outreach activities.** PIT Academy founding Board has done several community outreach activities during school projection and proposal development phase:

- On Saturday, October 22, 2011, the founding school Board members had first introduction of the school idea to our local residents and country parents. The meeting was held at La Vida Mocha Coffee House at 1900-C West Roosevelt Boulevard Monroe, NC 28110.
- The founding Board prepared flyers for public to know more about the proposed school. We distributed flyers at public locations, including churches, malls, and local libraries.
- We visited community leaders, county commissioners, and local elected officials and explained our school vision, plans and need for such a school in and around Union county.
- On Wednesday, October 26, 2011, we had community outreach meeting at Indian Trail Pubic Library at 123 Unionville Indian Trail Road West, Indian Trail, NC 28079. The committee members introduced the school idea, handed out flyers and answered the questions to participating members of local community.

In addition, we have surveyed residents of several Union County neighborhoods and received tremendous support and interest from many members of the local community. In fact, we distributed more than 500 hundred PIT Academy fliers/surveys to interested local residents. As a result of our community outreach efforts, we collected over 270 support surveys from local parents than we had anticipated. Please see actual survey responses in **Appendix A: COMMUNITY & PARENT SUPPORT LETTERS.**

Furthermore, PIT Academy will continue to publicize its school according to its marketing plan. The school is undertaking various strategies to create awareness and interest in the school, and to ensure a diverse student body; some of these marketing and outreach strategies within next five years will include, but not limited to, the following:

- Community Centers, churches, and public events will be starting places to reach out local residents.
- Public and local radios will be one of the primary ways to get the word out about the school.
- Local TVs and closed-circuit programs at public locations will be utilized to inform local community of our schooling efforts.
- Mass Media Resources: The Founding School Board will advertise in the local newspaper, outlets and other local publications to introduce the school to the community, and to reach a diverse group of people for potential qualified teachers and other staff members.
- Public meetings: The school will organize quarterly Open-house meetings for parents of school age children in the county to promote the school's mission and philosophy, and discuss the school's educational plans for prospective students.
- Location: PIT Academy is searching for a facility located in an area of the city that houses, or is nearby, a diverse population covering various socioeconomic levels.
- Outreach: PIT Academy will contact community centers, church groups, and neighborhoods and give presentations about the school as an alternative solution to meet the educational needs of the community. The PIT Academy Board will consult with Hispanic organizations to outreach to the Latino population. Networking activities will be attended with diverse community organizations.
- The Founding School Board will create its own website providing information and pictures of the school to provide detailed and up-to-dated information about the school's program.
- Attracting and Hiring Qualified Teachers: PIT Academy believes that the structure of the school and quality of school staff will determine how successful the school is going to be. Therefore, PIT Academy will utilize all possible recruiting tools to reach the highest quality of staff and teachers nationally and internationally.

## **G. SCHOOL AUDITS**

### **PROGRAM AUDITS:** GS 115C-238.29B(b)(6)

Describe the procedure and method for evaluating the overall effectiveness of the proposed charter school program as related to the mission of the school.

### **FINANCIAL AUDITS:** GS 115C-238.29F(f)(1)

Describe the procedure and method for conducting an independent financial audit for the proposed charter school. Give the name of the firm approved by the NC Local Government Commission (GCC) that will conduct the audit. Include the complete mailing address, telephone number and fax number.

#### **1. Program Audits (G.S. 115C-238.29B(b)(6))**

**Describe the procedure and method for evaluating the overall effectiveness of the proposed charter school program as related to the mission of the school.**

PIT Academy recognizes the importance of the ABC Accountability Program and the No Child Left Behind (NCLB) Act, and agrees with the State Board of Education's recent decision to raise student performance standards to help prepare students meet today's challenges and skills, especially in the increasingly more competitive academic environment. PIT Academy will, therefore, adopt these standards as *the minimum* academic standards of the school. As such, end-of-grade and end-of-course test results will be closely evaluated and monitored by PIT Academy's principal, directors, and teachers, and be shared with all PIT Academy's staff, parents, and students.

Individual student progress will be closely monitored by the classroom teacher through routinely documented students' daily classroom participation, academic activities, and the student's learning progress throughout the course of the year.

Parent, student, and staff surveys will be conducted at least once a year to assist in the identification of program's strengths and weaknesses. Such parent surveys will include "Parent Satisfaction Survey" to assess the school program's achievements.

Community feedback at Open House meetings will also be evaluated, and when possible, be documented with "Community Surveys" and polls.

Further indicator of the school's progress to be observed will be a targeted 10% annual increase in student applications. PIT Academy aims to achieve a constant increase in interest and applications.

**2. Financial Audits (G.S. 115C-238.29F(f)(1))**

**Describe the procedure and method for conducting an independent financial audit for the proposed charter school. Give the name of the firm that will conduct the audit. Include the complete mailing address, telephone number and fax number.**

An independent audit of PIT Academy's finances shall be conducted annually by an independent auditor retained by the school. The audit shall meet requirements set forth in the statute and requirements agreed to with the PIT Academy Board of Directors. The school shall adhere to the auditing and reporting procedures and requirements that are applied to public schools operating in North Carolina. Auditing and reporting requirements shall be in compliance with the principles set forth in the following publications, published annually by the Office of District Auditing and Field Services:

- Single Audit Guide
- Financial Accounting Handbook
- Funding Manual

## **H. HEALTH AND SAFETY REQUIREMENTS(G.S. 115C-238.29F(a))**

Describe how the school plans to adhere to the requirements of the health and safety laws and regulations of the federal and state governments. Address how the proposed charter school will meet the following requirements:

- Safety
- Immunization of Students
- Fire and Safety Regulations
- Food Inspections
- Hazardous Chemicals
- Bloodborne Pathogens
- Diabetes care plans
- Providing students in grades 9-12 with information on how a parent may lawfully abandon a newborn
  
- Providing parents and guardians with information about:
  - Meningococcal meningitis and influenza and their vaccines at the beginning of each year
  - Cervical cancer, cervical dysplasia, human papillomavirus, and the vaccines available to prevent diseases

The school will grant access to local health and fire department officials for inspection of premises or operations of the School for purposes of ensuring the health, safety, and welfare of students and employees.

### **Safety**

The safety of all PIT Academy staff and students are of utmost importance. Therefore, the initial school policies and requirements will include the items outlined below.

Each PIT Academy employee, volunteer, contractor, board member, or any other individual deemed to have access to students will be required to submit a criminal background check and furnish a criminal record summary before employment according to GS 115C-238.29K.

The Board will assure that policies for responses to emergencies and natural disasters, including fires, hurricanes, and tornados are established.

PIT Academy will comply with all policies set forth for Local Safe School Plans under GS 115C-105.47.

PIT Academy strictly will function as a tobacco free institution in accordance with GS 115C-407. Further, any use of drug or alcohol will be strictly prohibited.

Science and computer labs will have special laboratory safety handouts. Policies will be developed for each lab based on its special requirements, such as the proper use of eye protection devices described in 115C-166.

Health and safety policies will be incorporated into student and staff handbooks. Policies will be continuously reviewed and various policies will be amended as required.

### **Immunization of Students**

PIT Academy will require that all students be immunized prior to the beginning of classes. Parents will be asked to provide record of completed immunizations at the time of enrollment. PIT Academy will outline all required immunizations and provide local health department resources when needed. PIT Academy will provide parents and guardians with information on meningococcal and influenza its vaccines, in accordance with GS 115C-238.29F.

### **Fire and Safety Regulations**

PIT Academy will comply with regulations set forth under GS 115C-525. In doing so, PIT Academy will ensure that the school meets the North Carolina Building Code standards. PIT Academy will cooperate with the local fire marshal, or designated person conducting the inspection to ensure all fire prevention precautions are met. PIT Academy will further incorporate routine fire drills with students, as part of the school safety plan.

### **Food Inspections**

The school will comply with all guidelines by the Child Nutrition Division of the United States Department of Agriculture and directives from the local board of health. When requested, food handling areas will be available for inspection.

### **Hazardous Chemicals**

Hazardous chemicals will be clearly labeled and safely stored in a locked cabinet. PIT Academy will employ procedures of use, storage, and disposal in accordance with established state statutes.

### **Bloodborne Pathogens**

The school will provide training and printed materials to all staff members regarding bloodborne pathogens in accordance with state statutes.

### **Diabetes Care Plans**

The school will provide training and all printed or electronic materials to all staff members as well as parents and students in accordance with state and federal statutes

**Providing students in grades 9-12 with information on how a parent may lawfully abandon a newborn:**

PIT Academy will provide information about the NC Safe Surrender Law by distributing fliers as provided in **Appendix B: Health Information**. PIT Academy will also work with the local Health and Human Services Department and hold information sessions.

**Providing parents and guardians with information about (a) Meningococcal meningitis and influenza and their vaccines at the beginning of each year, (b) Cervical cancer, cervical dysplasia, human papillomavirus, and the vaccines available to prevent diseases:**

PIT Academy will provide information about meningococcal meningitis, influenza, cervical cancer, cervical dysplasia, human papillomavirus, and the vaccines available to prevent these diseases by distributing fliers in the beginning of each school year as provided in **Appendix B: Health Information**. PIT Academy will also work with the local Health and Human Services Department and hold information sessions throughout the year.

**I. CIVIL LIABILITY AND INSURANCE (GS 115C-238.29F(c))**

State the proposed coverage for:

Comprehensive General Liability \$2,000,000 aggregate limit for bodily injury and property damage

Officers and Directors/Errors and Omissions \$1,000,000 aggregate limit

Property Insurance Full replacement cost coverage

Motor Vehicle Liability \$1,000,000 for bodily injury and property damage

Bonding

Minimum amount: Equivalent to state and local funds received by school.

Maximum amount: Equivalent to amount of funding received from all sources, including state, local, federal and private funds.

Other

*See Resource Manual for Minimums required by SBE Policy.*

**J. TRANSPORTATION(G.S. 115C-238.29F(h))**

Describe in detail the transportation plan that will ensure that no child is denied access to the school due to lack of transportation.

PIT Academy is committed to ensuring that transportation is not an obstacle for any student within the local school administrative unit, and therefore, anticipates adhering to the plan below:

PIT Academy aims to obtain a facility within easy access of public transportation to aid in the transportation of students to and from the school. The school will present parents or guardians with carpooling options and maintain a list of participating parents. PIT Academy may arrange a transportation service to serve students who do not have any other options of attending school.

The School will provide transportation for the students as prescribed by law such as exceptional children with an IEP that requires transportation.

**K. FACILITY(GS 115C-238.29D(c))**

Describe the facility in which the school will be located. Include information on how the site is appropriate to your mission and instructional program. Note that the SBE may approve a charter school prior to the school's obtaining a facility; however, students may not attend school and no funds will be allocated until the school has obtained a facility and has provided a valid Certificate of Occupancy for Educational use to The Office of Charter Schools.

Name of the facility (if known): \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Description of the Facility:

Total square feet: \_\_\_\_\_

Number of Classrooms: \_\_\_\_\_

Number of Restrooms: \_\_\_\_\_

Other Rooms: \_\_\_\_\_

Auditorium: \_\_\_\_\_

Gymnasium: \_\_\_\_\_

Music Room: \_\_\_\_\_

Art Room: \_\_\_\_\_

Laboratory: \_\_\_\_\_

Ownership:  Fee Simple or  Lease

If the facility is to be leased, provide the following information:

- (a) Term of the Lease: \_\_\_\_\_
- (b) Type of Lease: \_\_\_\_\_
- (c) Rent: \$ \_\_\_\_\_ per month

Name of Landlord: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Document inspections for the following:

- (a) Fire: \_\_\_\_\_
- (b) Safety: \_\_\_\_\_

(c) Handicapped accessibility? \_\_\_\_\_

Describe how the maintenance will be provided for the facility.

**Describe the method of finding a facility if one is not readily available at this time including information about the spatial needs of the school to best suit your adopted educational program and instructional methodologies. Does the applicant have a facility contingency plan should their initial efforts not be successful?**

PIT Academy is planning to rent 20,000 - 30,000 square feet building for the first 2-3 years and then build/buy its own permanent home. The projected facility will be around 55,000 square feet and estimated cost will be about \$150 per square foot. A rough building plan for classroom and other spaces as follows:

	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
Enrollment	<b>276</b>	<b>348</b>	<b>420</b>	<b>472</b>	<b>520</b>
# of student groups	8	12	16	20	24
# of Teachers	11	18	24	31	36
Classrooms	11	15	19	27	30
<i>Size</i>	<i>720</i>				
Computer Labs	1	1	2	2	2
<i>Size</i>	<i>720</i>				
Science Labs	1	1	3	3	3
<i>Size</i>	<i>1024</i>				
Small Classrooms	2	2	4	4	6
<i>Size</i>	<i>432</i>				
Offices	6	7	8	10	10
<i>Size</i>	<i>144</i>				
Kitchen	1	1	1	1	1
<i>Size</i>	<i>576</i>				
Lunchroom	1	1	1	1	1
<i>Size</i>	<i>3600</i>				
Gymnasium	0	0	0	1	1
<i>Size</i>	<i>9600</i>				
Miscellaneous	2335	2789	3787	6134	6588
<i>Size</i>	<i>15%</i>				

<b><i>SUB TOTAL</i></b>	15568	18592	25248	40896	43920
<b><i>TOTAL SQUARE FOOTAGE</i></b>	<b>17,903</b>	<b>21,381</b>	<b>29,035</b>	<b>47,030</b>	<b>50,508</b>

PIT Academy Board of Directors has been in search for a suitable property to lease in the Union County. PIT Academy currently works with a commercial real estate agent as given in the letter in the next page.

After initial discussions and consulting with several community leaders and members of public, we decided to narrow down our facility search to Northwest of the City of Monroe, close to Highway 74. Please see the map below:



Additionally, some of the buildings we were suggested by our realtor for possible facility choices are enclosed in Appendix C.



February 16<sup>th</sup>, 2010

Mike Wenger  
Fair-Way Realty, LLC.  
5676 Wrenfield Ct.  
Charlotte, NC 28277

To Whom It May Concern:

I am the Broker-In-Charge of Fair-Way Realty, in the Charlotte, NC metro area. I have managed a brokerage in Charlotte for the past seven years. We market both Residential and Commercial properties. To be competitive in the Commercial market, we have partnered with the Hogan Companies out of Maryland. I personally have a Bachelor's Degree in Real Estate and have worked with well over one hundred and fifty clients during my real estate career.

I will be working with the Piedmont IT Academy to secure a building for the 2011 – 2012 school year. Please let me know if there is anything more I can do to help in the endeavor.

Sincerely,

Mike Wenger, Broker-Owner  
Fair-Way Realty, LLC.

704-733-7613  
mike@mikewenger.us

## **VII.LEA IMPACT STATEMENT**

Pursuant to G.S. 115C-238.29B(d), the charter school applicant must submit a copy of the application to the LEA in which the school will locate within seven days of the submission of the application to the Office of Charter Schools. The LEA may then submit information or comment directly to the Office of Charter Schools.

Please attach to this application a return receipt, or other documentation, verifying the applicant's timely submission of a copy of this application to the LEA.

## **VIII.APPENDICES**

You may include numbered and indexed appendices to provide additional information that you believe will assist the State Board of Education in the consideration of your application.

**APPENDIX A - COMMUNITY & PARENT SUPPORT LETTERS.**

February 19, 2010

Christopher E. Davis  
1954 Wilburn Park Lane  
Charlotte, NC 28269

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. The essential academic's this school will provide to our youth is imperative to their future. The math and IT skills the school will provide will not only have an effect on the students but on the other children they are surrounded by.

The learning environment PIT Academy will offer, with highly educated and trained professionals will be beneficial to all children involved from a varied social and economic level. The board actively searched for input and advice from the local community and educational professionals to ensure the most successful start of PIT Academy. Furthermore the board has embraced the input from the Public Schools and has an established open door policy of mutual understanding.

I sincerely support PIT Academy's charter application and encourage you to also approve their application as well.

Sincerely,

A handwritten signature in cursive script that reads "Chris Davis".

Christopher Davis  
Technical Project Manager  
Wachovia, a Wells Fargo Company

February 17, 2010

Jerry W. Holt  
400 South College Street  
Monroe, NC 28112

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I am writing this letter to formally express my strong support of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county area. I am both a Union County resident and an information technology professional. As such, I am acutely aware of the need for institutions focused on the information technology discipline, particularly given the degree at which it affects our lives on a daily basis.

As an elementary, middle and high school focusing on mathematics and IT (Information Technology) in the area, the proposed charter school will give students in our area the opportunity to obtain an appropriate education in fields that are so important to our economic and technological futures.

I am acquainted with one of the founders of Piedmont IT Academy and through him have come to respect the abilities of the other members. Because of that, I am fully confident that this school will be successful in their endeavor of providing a critical education choice for the youth of our area.

I support their application wholeheartedly, and strongly urge you to approve Piedmont IT Academy's charter application.

Sincerely,

*Jerry W. Holt*

Jerry W. Holt  
Vice President,  
Wachovia, a Wells Fargo Company  
Union County Resident

June 2, 2010

Joseph Borra  
4511 Rockwood Dr  
Waxhaw, NC 28173

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. The essential academic's this school will provide to our youth is imperative to their future. The math and IT skills the school will provide will not only have an effect on the students but on the other children they are surrounded by.

The learning environment PIT Academy will offer, with highly educated and trained professionals will be beneficial to all children involved from a varied social and economic level. The board actively searched for input and advice from the local community and educational professionals to ensure the most successful start of PIT Academy. Furthermore the board has embraced the input from the Public Schools and has an established open door policy of mutual understanding.

I sincerely support PIT Academy's charter application and encourage you to also approve their application as well.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph Borra". The signature is fluid and cursive, with a long horizontal line extending to the right.

Joseph Borra  
Assistant Vice President  
Wachovia, a Wells Fargo Company

May 10, 2010

Joseph Von Dohlen  
1737 Edgewater Dr.  
Charlotte, NC 28210

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

Developing young students with strong technical skills provides our youth with vital skills for establishing their careers in a field where there is continual growth. By establishing Piedmont IT Academy's charter school you would be creating an enormous asset to the community and the students of Union County.

As a former teacher, a former technical trainer, and now an IT professional, and I have personally experienced the benefits an education concentrated in technical skills can provide any student or employee. The education provided by Piedmont IT Academy's charter school would facilitate the skills and experiences necessary for the students to emerge the technical leaders of tomorrow.

A charter for Piedmont IT Academy is an excellent opportunity for the students, the families, and the community of Union County. It is my sincere request that you accept their application.

Thank you,

*Joseph Von Dohlen*

Joseph Von Dohlen  
Technical Project Manager  
Wells Fargo Bank

May 25, 2010

Marshall R. Lail  
12334 Heritage Hills Lane  
Charlotte, NC 28269

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. The essential academic's this school will provide to our youth is imperative to their future. The math and IT skills the school will provide will help more than just these students. In my opinion, students are our countries future. Without schools like this one, many students will only get basic IT skills. If current trends are any example of our future, this country will need people with earlier IT experience. PIT Academy can provide these students the needed knowledge that traditional schools do not.

The learning environment PIT Academy will offer, with highly educated and trained professionals will be beneficial to all children involved from a varied social and economic level. The board actively searched for input and advice from the local community and educational professionals to ensure the most successful start of PIT Academy. Furthermore the board has embraced the input from the Public Schools and has an established open door policy of mutual understanding.

I sincerely support PIT Academy's charter application and encourage you to also approve their application as well.

Sincerely,

Marshall Lail

*Marshall Lail*

Technical Project Manager  
Wachovia, a Wells Fargo Company

May 3, 2010

Patricia L. Scott, MS, LPC-Intern  
1954 Wilburn Park Lane  
Charlotte, NC 28269

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. As a counselor who works with adolescents, it is extremely important that they have systems set in place that will encourage and promote their future success.

The environment that the PIT Academy will offer will be beneficial to children of all social and economic standings. Based on the input they sought out from the community the PIT Academy will foster an environment that will focus on the students and promote a learning environment that will utilize outside resources and extracurricular activities that will add a cohesive component to the students, faculty, and the community.

I sincerely support PIT Academy's charter application and encourage you to support and approve their application as well.

Sincerely,

*Patricia Scott*

Patricia L. Scott

Licensed Professional Counselor-Intern

Mirsad Hadzikadic  
1329 Maryland Ave  
Charlotte, NC 28209

October 28, 2011

**William C. Harrison, Ed. D.**  
**Member-at-large Chairman**  
**State Board of Education**  
**301 N. Wilmington St.**  
**6302 Mail Service Center**  
**Raleigh, NC 27699-6302**

Subject: Letter of Support for Piedmont IT Academy's application for Charter school

Dear Dr. Harrison,

I am writing in unequivocal support of the proposal to establish Piedmont IT Academy as a charter school to serve K through 12 grade students in Union County.

As a longtime practitioner, entrepreneur, educator, researcher, and administrator focusing on information technology, I fully realize the importance of science in general, and information technology in particular, in the development of economically viable and prosperous societies in the increasingly globally connected world. North Carolina has no choice but to invest in information technology education in order to maintain the pace with, if not to lead, the rest of the world.

This new world of accelerated technological development will rely heavily on our ability to innovate and devise creative solutions. Existing educational institutions will need as much help as they can get to respond to the educational needs of the future. The Piedmont IT Academy Charter school is an important step in providing new ideas for building our future work force that will have the necessary skill set to compete with their counterparts in both developed and developing countries. Piedmont IT Academy offers a clear and innovative plan for engaging educators, students, parents, and business in helping North Carolina address its challenging economic development needs.

Piedmont IT Academy's emphasis on research-based approach to student learning is an example of a creative and innovative approach that will serve their students throughout their careers as productive citizens of this state. Even more importantly, the broad and diverse Board of Directors provides a hint of their approach to education, emphasizing the need to garner all resources to deal with one of the most important issues of our time—education for the constantly changing, technology-driven world.

Please do not hesitate to contact me should my assistance be helpful to you in this matter.

Sincerely



Mirsad Hadzikadic  
Director, Complex Systems  
College of Computing and Informatics  
The University of North Carolina at Charlotte  
Founding Dean Emeritus, College of Computing and Informatics, UNC Charlotte

Hamdija Custovic  
1140 Holly Ridge Drive  
Matthews, NC 28105  
October 25, 2011

October 25, 2011

**William C. Harrison, Ed. D., Member-at-large**  
**Chairman, State Board of Education**  
**301 N. Wilmington St.**  
**6302 Mail Service Center**  
**Raleigh, NC 27699-6302**

*Subject: Letter of Support for Piedmont IT Academy's application for Charter school*

Dear Dr. Harrison,

As a long time resident of North Carolina, I am writing to express my full support for the proposal of the Piedmont IT Academy application for a charter to serve K through 12 grade students in Union County.

The current challenges in the U.S. economy and especially North Carolina have underscored the importance of a focused education on mathematics and information technology, as the corner stone of what is needed to ensure that future North Carolinians will have the skills necessary to compete in a global economic environment.

Piedmont IT Academy Charter school is vital in meeting these challenges and will perfectly complement our existing school systems to help foster an educational environment that encourages competition, creativity, and innovation, with an instructional format that will help our children be competitive in a global economic environment that is constantly changing. Piedmont IT Academy's presentation perfectly addresses these needs with a clear plan in place of how to ensure success.

One of the main advantages of Piedmont IT Academy is the planned utilization of a proven research based approach to facilitate student learning and development of skills that will benefit them for a lifetime. Additionally, I am impressed with their plans to provide free after-school and weekend tutoring programs for students who need the "one on one" instruction to help them excel and keep up with the curriculum. I also support Piedmont IT Academy due to the right leadership and a diverse Board of Directors that have the right knowledge and expertise to make this a successful imitative for the entire community.

I hope you will take this letter of support into consideration and approve the Piedmont IT Academy's application. Please let me know if I can be of any further assistance in support of this proposal.

Sincerely



Hamdija Custovic  
Vice President; Sr. Ecommerce Product Consultant  
Bank of America Corporation

October 18, 2011

**William C. Harrison, Ed. D., Member-at-Large**  
**Chairman, State Board of Education**  
**301 N. Wilmington St.,**  
**6302 Mail Service Center**  
**Raleigh, NC 27699-6302**

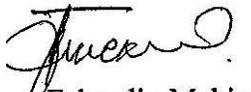
Dear Dr. **Harrison,**

I would like to take this time to encourage your approval of the Charter PIT Academy located in Charlotte, North Carolina. The essential academic's this school will provide to our youth is imperative to their future. The math and IT skills the school will provide will not only have an effect on the students but on the other children they are surrounded by.

The learning environment PIT Academy will offer, with highly educated and trained professionals will be beneficial to all children involved from a varied social and economic level. The board actively searched for input and advice from the local community and educational professionals to ensure the most successful start of PIT Academy. Furthermore the board has embraced the input from the Public Schools and has an established open door policy of mutual understanding.

I sincerely support PIT Academy's charter application and encourage you to also approve their application as well.

Sincerely,



Fahrudin Mekic

Director Marketing and Sales, North America

ABB Inc.

Jonathan R. Thomas  
Union County Commissioner

October 13, 2011

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.  
6302 Mail Service Center  
Raleigh, NC 27699-6302

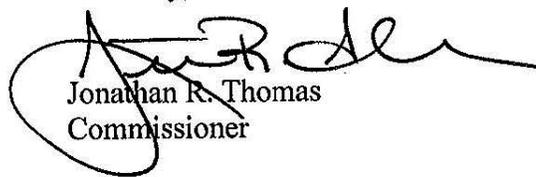
Dear Dr. Harrison:

The choice for a quality education is among the most basic principles of a strong community. As an advocate for charter schools and the desire to see Piedmont IT Academy formed, I wanted to offer my strongest support of this endeavor. It is my desire the State Board of Education will approve the application and allow our community to benefit from the most cost effective manner to educate our children.

I am grateful for the leaders of our community that had the vision for Piedmont IT Academy and I hope you will agree it is a project that must go forward expeditiously. If I can be of any assistance, please do not hesitate to contact me at 704-242-0644.

With kind regards, I remain,

Sincerely,



Jonathan R. Thomas  
Commissioner



**Representative Curtis Blackwood**

Phone Number: 919-733-2406  
16 W. Jones St – Room 1317

Fax Number: 919-733-2599  
Raleigh, N.C. 27601

Curtis.blackwood@ncleg.net

---

November 9, 2011

To Whom It May Concern:

As a strong believer in educational choice, and one that believes that competition is good for improvement in education, as in virtually all other areas, I'm writing to support the application of Piedmont IT academy for approval. It seems to be a consensus in the legislature that we need to strengthen our educational offerings in math and science, and the Information Technology will continue to increase its importance in the global economy. In light of the growing importance of information technology in our economy, and the continued demand people that are well-versed in mathematics. I can think of no better way to accomplish this than with a charter school that can address these issues in a new and innovative way, and thus providing an example of innovation that can be shared with other schools in the state. Therefore, I am giving my wholehearted support to the creation of Piedmont IT Academy, which is to be located in western Union County.

Sincerely,

A handwritten signature in cursive script that reads "Curtis Blackwood".



North Carolina General Assembly  
House of Representatives

REPRESENTATIVE JUSTIN P. BURR  
Republican - Robeson County  
87TH DISTRICT - STASLEY, MONTGOMERY, UNION COUNTIES  
OFFICE ADDRESS: 1316 LEGISLATIVE BUILDING  
16 W. JONES STREET  
RALEIGH, NC 27601-1046  
TELEPHONE: (919) 733-5909  
(919) 734-0177 FAX  
EMAIL: JUSTIN.BURR@NCLES.NET  
DISTRICT: 128 South Tenth Street  
Raleigh, NC 27601-6907  
(704) 988-8888

COMMITTEES:  
APPROPRIATIONS  
SUBCOMMITTEE ON HEALTH & HUMAN SERVICES  
LEGAL GOVERNMENT I  
ENERGY & ENERGY EFFICIENCY  
STATE GOVERNMENT/STATE PERSONNEL  
JUDICIARY II

February 18, 2010

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Re: Piedmont IT Academy

Dear Mr. Harrison,

I would like to offer my support for the creation of Piedmont IT Academy Charter School in Union County to provide innovative education in math and information technologies, giving parents and students a choice in their education.

Sincerely,

  
Justin P. Burr

JPB/dkl



North Carolina General Assembly  
Senate

SENATOR EDDIE GOODALL  
35th District  
OFFICE ADDRESS: 333 Leare-Lewis Drive, Raleigh  
300 N. Salisbury Street  
Raleigh, NC 27603-6028  
TELEPHONE: (919) 733-7000  
EMAIL: eddie.goodall@ncleg.net

COMMITTEES:  
COMMERCE  
EDUCATION  
FINANCE  
HEALTH CARE  
JUDICIARY  
TRANSPORTATION

February 18, 2010

Dr. William C. Harrison  
Chairman - NC Board of Education  
301 N. Wilmington Street  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison:

I am writing to voice my support for Piedmont Information Technology Academy's application to establish a math and science focused charter school in Union County.

Union County has witnessed significant growth in recent years. The population now exceeds over 200,000 citizens and recent rankings show Union County as one of our nation's fastest growing counties.

Union County currently has only one charter school. As the county grows and more families and their children make Union County home, its citizens will demand greater educational opportunities and options. Piedmont Information Technology's math and science focus will further those goals as well.

As always, thank you for your service to the children of North Carolina. I hope the State Board of Education will give Piedmont Information Technology Academy its strongest consideration.

Sincerely,

Eddie Goodall  
35<sup>th</sup> District - NC Senate

February 17, 2010

February 19, 2010

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison:

South Piedmont Community College supports the creation of the Piedmont IT Academy in Union County. We believe we can develop articulated programs that will allow students to enter college with advanced standing. This would help meet the need for highly-skilled IT professionals in our area.

Sincerely,

John R. McKay, Ed.D.  
President



## Re: Piedmont IT Academy

Our Ref: PITAC\_Union/KB

February 18, 2010

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Dr. Harrison,

I am writing to lend my support for the proposal of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county. As an elementary, middle and high school focusing on mathematics and information technology, it will give our students the opportunity to obtain a thorough and challenging education.

I believe that the addition of charter schools to our educational system fosters creativity, competition and improved educational opportunities for our children. I would be delighted to have my children attend this proposed school because of its commitment to provide an educational environment in which students encounter instructional exposure in these critical disciplines which are vital to the economic future of North Carolina.

The founders sought the advice and support of community groups and leaders to help them get the school started successfully. Moreover, they have reached out to academia and business professionals for their guidance in establishing programs that translate well from the class room to the corporate environment

I am in full support of the Piedmont IT Academy and I hope the State Board of Education approves its application. If I can be of any assistance to your efforts, please do not hesitate to contact me directly.

Respectfully

A handwritten signature in black ink, appearing to read "Karl GH Behjens", with the date "02/18/10" written to the right.

Karl GH Behjens  
Chief Operations Officer – Projects Division  
Compass Group North America

Confidential

Compass Group Projects Division  
2400 Yorkmont Rd Charlotte, NC 28217 Tel: + 1 7043284070 Fax: + 1 704 328 3862

2/01/2010





<http://ci.columbusnova.com>

February 17, 2010

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

300 South Tryon Street  
Suite 1200  
Charlotte, NC 28202  
Tel: 704.285.6300  
Fax: 704.285.6303

Dear Mr. Harrison,

I am writing this letter to let you know of my support of the Piedmont IT Academy's Application for a charter school in Union County. I am well acquainted with the Secretary of the Board and fully endorse his endeavors to open a school focusing on mathematics and information technology (IT).

The founders and the board are excited to build and grow a school dedicated to the sciences and technology, which will help our region and state be more competitive. The curriculum is highly innovative and designed to prepare future generations to compete in the global market place. Because of the board members past success in their endeavors, I am highly confident that they will be successful building an educational institution that will serve as a springboard to success for its students.

As Robert Frost said in the poem *The Road Not Taken*, "...Two roads diverge in a wood, and I - I took the one less traveled by, and that has made all the difference". I firmly believe that the Piedmont IT Academy will provide an alternative path to excellence for the children of Union County and I strongly urge you to approve their application.

Sincerely,

A handwritten signature in black ink, appearing to read "Glenn P. Duffy".

Glenn P. Duffy, CFA  
Managing Director

Jeffrey P. Pelter  
1212 Cindy Carr Drive  
Mathews, NC 28105  
704-807-8782

January 17, 2010

William C. Harrison, Ed. D., Member-at-Large  
Chairman, State Board of Education  
301 N. Wilmington St.,  
6302 Mail Service Center  
Raleigh, NC 27699-6302

Dear Mr. Harrison,

I would like to formally convey my strong support of the Piedmont IT Academy's application for a charter school to serve K through 12 grade students in Union county area. I have met with the founders of Piedmont IT Academy and am very impressed with their determination and commitment. As an IT professional, I can tell you that this is an opportunity that the Union county area is sorely lacking. This school will provide an invaluable opportunity for our youth, giving them a strong foundation in mathematics and science and will give them a great head start for their future endeavors.

As a primary school (K-12) focusing on mathematics and IT (Information Technology), it will give students the opportunity to receive a thorough and challenging education in fields that are so important to our economic and technological future.

The founders have sought the advice and support of community groups and leaders to successfully start this program. They have demonstrated enthusiasm, determination, and great willingness to work with our public schools to establish a cooperative working relationship.

I support this application completely, and implore you to approve Piedmont IT Academy's charter application.

Sincerely,



Jeffrey P. Pelter  
Technical Lead, Vanguard Group Inc



Alper Tekten <info@pitacademy.org>

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## Inquiring about PIT

---

houda zeitouni <houdazeitouni@gmail.com>

Wed, Nov 2, 2011 at 11:21 AM

To: info@pitacademy.org, houdazeitouni@gmail.com

Hello, My name is Houda Zeitouni & I have two young boys who are currently in union county schools. My husband & I filled out a survey

A few days ago when we were out. I am very interested in this school. Judging by all the information on your site it seems this is going to

be a great school offering high quality education.

I would like to know how to go about finding out the steps to sign up the boys and get more information. I would also like to know where

the school will be located. I am a registered volunteer with the county and can also do my part when needed. If you could please send

me some more detailed information I would greatly appreciate it.

My kids are of elementary age & I am glad that there is going to be more options available to us when it comes to middle & high school ages with your school.

Thank you  
Houda Zeitouni

\* If it is easier to send information via mail please let me know.

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

Your answers are very valuable for us to help shape our charter school project. This proposed school will bring an innovative approach to support public education system in Union County, NC.

**1. Do you think there is a need for a charter school that puts emphasis on;**

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Jamil MAMEDOV

Address:

1001 Kipling CV  
Indian TRAIL N.C 28079

Phone:

704-621-24-81

E-Mail:

Signature:

Date:

10/09/11

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Rafik Mugriyev

Address:

1004 KIPLING, CT INDIAN TRAIL, NC 28079

Phone:

704-906-3813

E-Mail:

Signature:

*Mugriyev*

Date: 10-9-11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

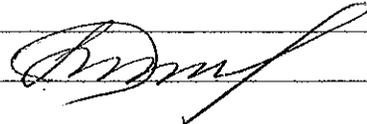
Name: Ravshan Mamedov

Address: 2007 Council Fire Cir

Indian Trail, NC, 28079

Phone: 704-621-2963

E-Mail: \_\_\_\_\_

Signature:  Date: 10-9-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Robert E. McCathern

Address: 1507 Love Rd.

Phone: (704) 283-7985

E-Mail: Tarheelluv@aol.com

Signature: Robert McCathern Date: 10/9/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Kym Jewell*

Address:

*3091 Connectors Dr  
Monroe NC 28110*

Phone:

*704 282-0791*

E-Mail:

Signature:

*Kym Jewell*

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

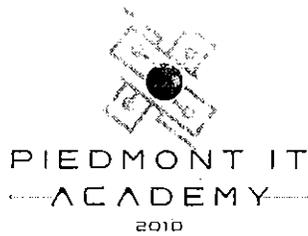
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Maria Fernandez

Address: 5208 Bellflower Ln

Phone: 704-942-0470

E-Mail: \_\_\_\_\_

Signature: MAF Date: 10/22/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Ada Bonilla  
 Address: 7330 Creekwood Quorum Dr.  
Charlotte, NC 28212  
 Phone: (704) 668-5309  
 E-Mail: \_\_\_\_\_  
 Signature: Ada Bonilla Date: 10/22/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lesly Martinez  
 Address: 8313 Houndstooth Dr  
PA 18901 Warwick  
 Phone: 704-841-9359  
 E-Mail: leslymartinez@yahoo.com  
 Signature: [Handwritten Signature] Date: 10/22/11

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2. Would you be interested in sending your child (ten) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Estela Estevan

Address: 2204 Dawn Ridge Rd

Phone: 704 370-3769

E-Mail: \_\_\_\_\_

Signature: Estela Estevan Date: 10-27-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Travis Covington

Address: 1103 Crestway

Phone: 980-200-6171

E-Mail: \_\_\_\_\_

Signature: Travis Covington Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Beth Smith

Address:

1002 Musselwhite Rd  
Wingate NC 28179

Phone:

—

E-Mail:

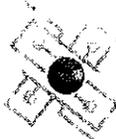
*[Handwritten Signature]*

Signature:

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PIEDMONT IT  
ACADEMY  
2010

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: Multi cultural language

Name: Robert Mender

Address: 1951 Dickson Blvd.  
Monroe 28110

Phone: 704-250-1651

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10/22/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Steve Penickton

Address: 2116 Gambrel Way

Monroe N.C. 28112

Phone: 704-226-9017

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10-31-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Carol Strasnider

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: wkjmommy@yahoo.com

Signature: Carol Strasnider Date: \_\_\_\_\_

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PIEDMONT IT  
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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Semir Brkovic

Address:

2193 DALE AVE.  
Lincolnton, N.C. 28092

Phone:

(704) 736-0691

E-Mail:

Signature:

Semir Brkovic

Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: HARUDIN VELIC

Address: 3227 DOWNWIND DR  
MONROE, NC 28110

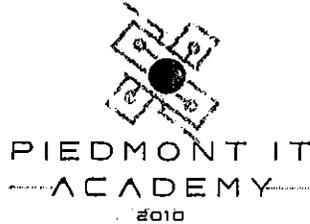
Phone: 704-218-6215

E-Mail: hagro1974@gmail.com

Signature: *Harudin Velic* Date: 10-16-11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

Your answers are very valuable for us to help shape our charter school project. This proposed school will bring an innovative approach to support public education system in Union County, NC.

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c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

Maybe

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Heather Reed  
 Address: 3504 Providence Rds  
Waxhaw, NC 28173  
 Phone: 704-819-5446  
 E-Mail: devinreed@windstream.net  
 Signature: Heather Reed Date: 10-21-11

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: TAMECA Merrill  
 Address: 6208 Saddlewood Drive  
WAYNE, NC 28173  
 Phone: 704-243-0291  
 E-Mail: tameca.merrill@carolina.vt.com  
 Signature: Tameca Merrill Date: 10/21/2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Bemzija Suljaković

Address: 3725 Brookchase lane 28205, Charlotte, N.C

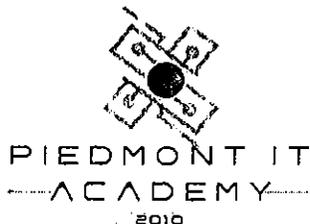
Phone: 704-536-4976

E-Mail: nisre1a13@inbox.com

Signature: Bemzija Suljaković Date: 10-20-11

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: I have several friends whose children attend Queens Grant Charter school in Matthews and their experience has been terrific.

Name:

DAREN MOORE

Address:

13800 OLDHAM PL

MINT HILL, NC 28227

Phone:

980-387-4687

E-Mail:

DAMOORE@CAROLINA.COM

Signature:

Daren Moore

Date:

10/21/11

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions:

*my child has already graduated from school.*

Name:

*Rick Hobby*

Address:

*Hunfersville NC 28078*

Phone:

E-Mail:

Signature:

*Rick Hobby*

Date:

*10/20/2011*

*We gratefully appreciate your feedback and support*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:                     Matt Camp                    

Address:                     4912 Dival Canyon Dr.                    

                    Charlotte, NC 28226                    

Phone:                     704-258-4361                    

E-Mail:                     ~~matt~~ mattcamp001@gmail.com                    

Signature:                     Matt Camp                     Date:                     10/21/11                    

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Clarence Brice

Address: \_\_\_\_\_

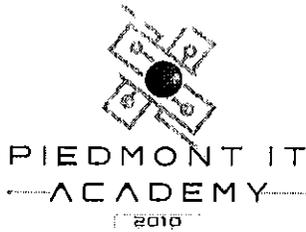
Phone: (803) 554-8697

E-Mail: cbrice@comparram.net

Signature: Clarence Brice Date: 10/21/2011

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Zejna Rustemov

Address:

1078 C. Alexander rd  
Lincolnton NC 28092

Phone:

704 732-0998

E-Mail:

Signature:

*Zejna Rustemov*

Date:

10.16.11

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Roxanna Rojas

Address:

2309 Arnewood Ln Gastonia NC 28054

Phone:

313-408-1693

E-Mail:

Signature:

*R. Rojas*

Date: Oct 22, 2011

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

LESCAR Martinez

Address:

3708 Wexford Pl Monroe NC 28110

Phone:

980-239-5101

E-Mail:

rangel.yareli@yahoo.com

Signature:

*[Handwritten Signature]*

Date:

10/9/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Francisco Tinoco

Address: 509 Benton st.

Phone: 704-296-0613

E-Mail: N/A

Signature: Francisco Tinoco Date: 10-9-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Amanela Brock

Address: 304 C Quarry Rd Monroe NC 28112

Phone: 704 776 9059

E-Mail: \_\_\_\_\_

Signature: Amanela Brock Date: 10-29-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Mouin Zeitouni

Address: 2025 Bridleside Dr.

Indian trail NC 28079

Phone: 704-881-7698

E-Mail: \_\_\_\_\_

Signature: Mouin Zeitouni Date: 10/29/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Whitney Bivens

Address:

612 Welsh St.

Monroe, NC 28110

Phone:

(704) 449-9695

E-Mail:

Signature:

*Whitney Bivens*

Date:

10/29/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Hanson Cherry*

Address:

Phone:

*704-425-7075*

E-Mail:

*huroz34@hotmail.com*

Signature:

*Hanson Cherry*

Date: *10-29-2011*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

James Melton

Address:

232 W. Fault St.  
Monroe NC 28112

Phone:

E-Mail:

Signature:

James Melton

Date:

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Bobby Vermillion

Address:

P.O. Box 11  
Pageland, SC 29728

Phone:

E-Mail:

bobbyvermillion@ymail.com

Signature:

Bobby Vermillion

Date:

10/22/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Joanie McVay*

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

*jomevay@hotmail.com*

Signature: \_\_\_\_\_

*Joanie McVay*

Date: \_\_\_\_\_

*10/15/11*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Sarah McVay  
 Address: 7809 Causeway Dr.  
 Phone: 704/493/9348  
 E-Mail: N/A  
 Signature: [Handwritten Signature] Date: 10/15/2015

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Kadefa Mehmedovic

Address:

4113 Woodgreen Ter  
Charlotte NC 28205

Phone:

704 531-9262

E-Mail:

kadefa@att.net

Signature:

*Kadefa Mehmedovic*

Date: 10.21.11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Donna Jones Stutfield

Address: \_\_\_\_\_

Phone: 704-756-4664

E-Mail: Donna.Jones@ACG.com

Signature:  Date: 10/20/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Sulyicic Safa

Address:

3828 Woodlark Rd

Charlotte NC 28205

Phone:

704 535 0963

E-Mail:

Signature:

Sulyicic Safa

Date: 10/21/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Anifa Hodzic

Address: 3729 Brookchase lane 28205, Charlotte, N.C

Phone: 704-567-6087

E-Mail: \_\_\_\_\_

Signature: Anifa Hodzic Date: 10/21/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Fatima Mujic

Address: 3721 Brookhase lane 28205, Charlotte, N.C

Phone: 704-995-0752

E-Mail: \_\_\_\_\_

Signature: Fatima Mujic Date: 10/21/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Nezira Hodzić

Address: 3741 Brookchase Lane 28205, Charlotte, NC

Phone: 704-535-5413

E-Mail: \_\_\_\_\_

Signature: Nezira Hodzić Date: 10/21/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

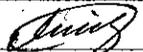
Name: Teofilo de la Trinidad

Address: 3020 Crenson Dr

Lancaster SC

Phone: 803 577 3927

E-Mail: \_\_\_\_\_

Signature:  Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Kelli Stevenson

Address: 1617 White Store Rd

Phone: \_\_\_\_\_

E-Mail: Nalls.Brandy@ymail

Signature: Kelli Stevenson Date: 10-15-11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Nikki Ecksmith*

Address:

*2906 Early mist Ct  
Monroe NC 28110*

Phone:

*(704) 220-6766*

E-Mail:

*necksmith@carolina.rr.com*

Signature:

*Deuse H Ecksmith*

Date:

*10/15/11*

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**2. Would you be interested in sending your child (ten) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lachin Ozhanayev

Address: 3015-D Violet Cr Charlotte, NC 28205

Phone: 980-875-0677

E-Mail: Barysh\_08@mail.ru

Signature:  Date: 10/8/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

ZHALOL BARAGDAROV

Address:

3019 Violet Dr. Apt. - B

Phone:

(704) 930-8099

E-Mail:

Signature:

Date: 10-08-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Bill Wilson*

Address:

*5475 Blokney Hwy, Charlotte N.C. 28115*

Phone:

*704 886-4276*

E-Mail:

*Bill.Wilson@pita.com*

Signature:

*Bill Wilson*

Date:

*10-15-11*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Bea Cormier

Address: 4203 Swan See Ct  
Monroe NC 28110

Phone: 678-414 6544

E-Mail: bcormier@carolina.rv.com

Signature: Bea M Cormier Date: 10/25/10

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Dalton Cloyd

Address:

709 Barber Farms Dr.

Phone:

704 283 4382

E-Mail:

ganier@yahoo.com

Signature:

Dalton Cloyd

Date:

10/29/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Ross Bergen

Address: 1978 Madlin Ln  
Monroe NC 28112

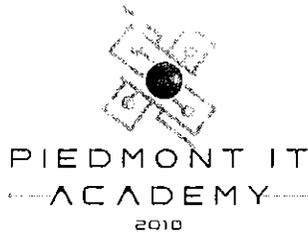
Phone: 704 226 0409

E-Mail: Cbergen@vt.edu

Signature: [Handwritten Signature] Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Eduardo Martinez*

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

*(704) 219-6164*

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*Eduardo Martinez*

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Adrian Keeter

Address:

910 Camden Rd Wingate NC 28173

Phone:

704 449-3264

E-Mail:

Signature:

Adrian Keeter

Date:

10-28-11

*We gratefully appreciate your feedback and support*

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PIEDMONT IT  
ACADEMY  
2010

## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

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1. Do you think there is a need for a charter school that puts emphasis on;

a. College Preparation Placement Support	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
b. Technology Enriched Education	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Renee Rogers  
2509 River Chase Dr.  
Monroe  
910 995-1552  
essapespa2006@yahoo.com  
Renee Rogers Date: 10/29/11

*We gratefully appreciate your feedback and support*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Avianca Williams

Address:

2203 Rogers rd

Phone:

704-635-8153

E-Mail:

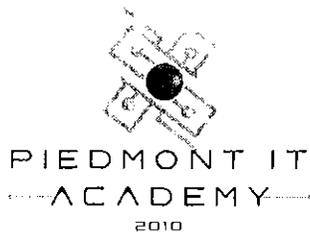
Signature:

[Handwritten Signature]

Date: 10-29-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Carmen Ozaria

Address:

1907 Kingshree Drive  
Monroe NC 28112

Phone:

401-419-6830

E-Mail:

Signature:

Date:

10/29/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

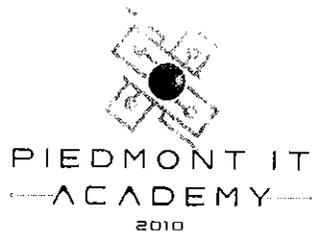
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Saida Scott

Address:

2553 Woodbrook Ln Apt E  
Morse 28110

Phone:

E-Mail:

Saida.Scott@piedmontit.com

Signature:

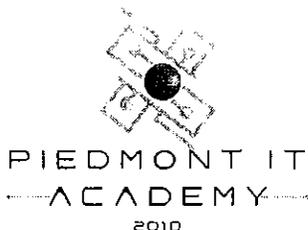
*[Handwritten Signature]*

Date:

10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Alan Richardson

Address: 4802 Mossy Cyp Ln

Mencoe NC 28110

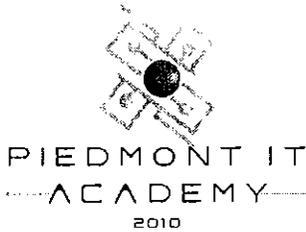
Phone: (704) 283-1924

E-Mail: Alankw9@yahoo.com

Signature: [Signature] Date: 10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Orquidia Ceballos

Address: 5005 Goldmine Rd  
Monroe NC 28110

Phone: 704-225-7686

E-Mail: orquidceballos@aol.com

Signature: *[Handwritten Signature]* Date: 10-30-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Rachael Winterling

Address: PO 2059 Wingate NC.

Phone: (828) 656-0280

E-Mail: llgfanatic@wingate.edu

Signature: [Handwritten Signature] Date: 10/29/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: David Shert

Address: 503 Stafford St. Monroe, NC 27810

Phone: 704 208-0179

E-Mail: \_\_\_\_\_

Signature: David Shert Date: 10-30-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Rechelle Robinson

Address:

3717 Plyler Mill Rd.

Monroe, N.C. 28110

Phone:

843-680-1440

E-Mail:

Signature:

*Rechelle R.*

Date:

10-30-11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Tanara Howard  
 Address: 209 South Main street Unit 802  
Wingate, North Carolina 28174  
 Phone: 704-773-5338  
 E-Mail: Tanara.Howard@yahoo.com  
 Signature: Tanara Howard Date: 10-30-2011

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PIEDMONT IT  
ACADEMY  
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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES ~~NO~~  
 I support Idea!

Any Additional Comments / Suggestions:

Name: Lisa Wells  
 Address: 542 Hidden Oaks Pl.  
India trail, NC  
 Phone: (704) 821-3187  
 E-Mail: TLP.Pete@yph.com  
 Signature: Lisa Wells Date: 10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Rodolfo Varquez

Address:

903 E. sunset Dr. Apt C

Phone:

(704) 777-8853

E-Mail:

Signature:

Rodolfo Varquez

Date:

10-30-11

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**1. Do you think there is a need for a charter school that puts emphasis on;**

a. Higher Education Institution Placement Support	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
b. Technology Enriched Education	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

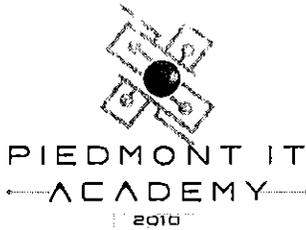
NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Johnathan & Natalie Harts  
 Address: 1205 Sam Cox Lane  
Wingate NC 28174  
 Phone: (704) 221-6933  
 E-Mail: natharts415@gmail.com  
 Signature: Natalie J Harts Date: 10/30/11

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c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: JIM BURGESS

Address: 4014 SECREST SPARTAN

MORRIS NC 28110

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10-30-11

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Jeffery Garris

Address: 938 Brown Creek Church Rd, Wadesboro, N.C.  
28170

Phone: 704-994-9402

E-Mail: \_\_\_\_\_

Signature: Jeffery Garris Date: 10/30/11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: 10/30/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

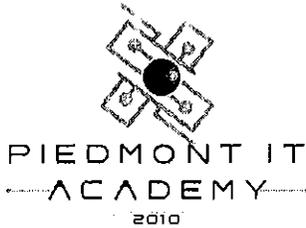
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Marcoantonio Tinoco

Address: 211 Walnut St Apt B

Phone: 704-296-0613

E-Mail: \_\_\_\_\_

Signature: Marcoantonio Tinoco Date: 10-30-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Alex Rojas

Address: 1009 Dover st

Phone: 704 605 9562

E-Mail: \_\_\_\_\_

Signature: Alex Rojas Date: 10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Chanda Wright

Address:

703 S Branch St  
Monroe NC 28112

Phone:

E-Mail:

Signature:

Chanda Wright

Date:

10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

REGINA Van Dyke

Address:

2527 King Arthur Dr

Phone:

E-Mail:

rfrey.syrss@aol

Signature:

Regina Van Dyke

Date:

10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Veneckery Luan

Address:

1102 Crescent way  
Wingate NC 28174

Phone:

704-635-3599

E-Mail:

Signature:

*Veneckery Luan*

Date:

10/31/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

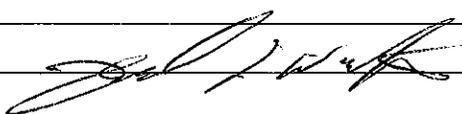
Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Donald Washington

Address: 1007 S. Windtree, Indian Trail, NC 28078

Phone: 704-681-4218

E-Mail: \_\_\_\_\_

Signature:  Date: 10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Doralisa Pellane  
 Address: 105-A East Jefferson St.  
Monroe, NC 28110  
 Phone: (980) 328-1185  
 E-Mail: lisadoract@gmail.com  
 Signature: Doralisa Pellane Date: 10-30-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Diana Ortiz

Address: 5908 Prestwick Ln

Phone: 704-493-2066

E-Mail: \_\_\_\_\_

Signature: Diana Ortiz Date: 10-30-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES *If I had one*  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: *Natalie Withy*

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: *Natalie Withy* Date: *10-30-11*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*CRISTINA GARCIA*

Address:

*302 LYDIA ST*

Phone:

*704 - 320 8952*

E-Mail:

Signature:

*[Handwritten Signature]*

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

William Houck

Address:

4906 Aldenbrook Dr.

Monroe NC 28110

Phone:

704-220-6802

E-Mail:

Signature:

Will Houck

Date: 10/20/11

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name:

Von Hamilton

Address:

2737 Gusty Lane  
Monroe NC 28110

Phone:

E-Mail:

hchamelt@aol.com

Signature:

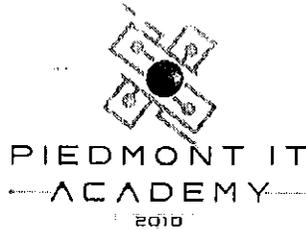
Von Hamilton

Date:

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Juan, Rodriguez

Address: 909 Cherry St Apt 7.C

Phone: (818) 302-5350

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10/30/14

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:       Zinda Romero      

Address:       98 DORRIS ST      

      MONROE NC 28110      

Phone:       (980) 239-2369      

E-Mail:       lromero7@gmail.com      

Signature:       Zinda Romero       Date:       10/30/11      

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Cesna M. Vickers

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: Agulmarj1985@hotmail.com

Signature: [Signature] Date: 10/30/2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

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YES

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Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

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b. Technology Enriched Education	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Donna Thompson

Address: 3108 Chappendale Rd

Phone: 704-635-7013

E-Mail: \_\_\_\_\_

Signature: D. Thompson Date: 10/30/11

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

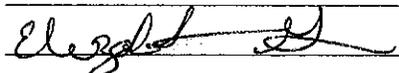
Name: Elizabeth Garcia

Address: 67 Michael St

Monroe NC 28110

Phone: (704) 202-6107

E-Mail: \_\_\_\_\_

Signature:  Date: 10-30-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lynda Looney

Address: 515 Heather Place

MONROE, NC

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: Lynda Looney Date: 10/30/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

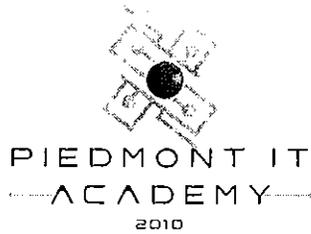
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Debi

Address: Wingate, NC

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: Debi Date: 10/30/2014

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Serena Barton*

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

*704-296-7069*

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

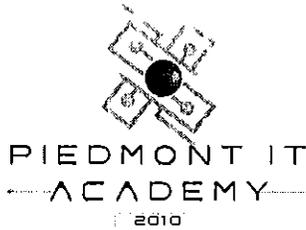
*Serena Barton*

Date: \_\_\_\_\_

*10-3-11*

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Jennifer Edenfield

Address:

Phone:

E-Mail:

jennifer.edenfield@ucps.k12.nc.us

Signature:

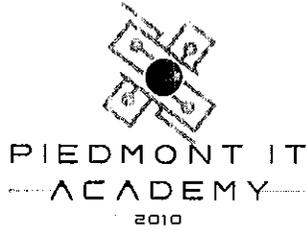
Jennifer Edenfield

Date:

10/30/11

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Timothy Edwards*

Address: \_\_\_\_\_

*1813 Ashcroft Av*

Phone: \_\_\_\_\_

*704-598-5221*

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: *10-30-11*

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: Yeo-hoon Yoon

Address: 2613- Lancelot Dr.

Monroe, NC 28110

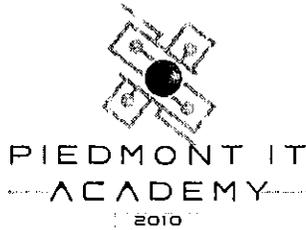
Phone: \_\_\_\_\_

E-Mail: pk4yoons@yahoo.com

Signature: *Yoon* Date: Oct. 30, 2011

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name:           Anessa Marcean          

Address:           2557 Woodbrook Ln Apt H          

Phone:           704-890-0125          

E-Mail: \_\_\_\_\_

Signature:           Anessa Marcean           Date:           10302011          

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Orlando G Jimenez

Address:

211 Waterlomon Way  
Monroe, NC 28110

Phone:

E-Mail:

ojimenez\_755@hotmail.com

Signature:

Date: 10-30-11

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Amanda Hillian

Address: 307 Richardson St

Monroe NC 28110

Phone: 704 891 7231

E-Mail: amandahillian@yahoo.com

Signature: Amanda Hillian Date: 10-30-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Sandy Maidans  
 Address: 1671 Gasland Hwy  
Monroe, NC. 28112  
 Phone: 704-774-2162  
 E-Mail: SandyM1671@hotmail.com  
 Signature: Sandy Maidans Date: \_\_\_\_\_

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**2. Would you be interested in sending your child(ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: Mataya Allen

Address: 2728 Thornburg Ct.  
Monroe NC 28110

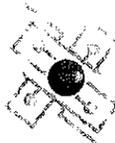
Phone: 704 712 6517

E-Mail: mataya.allen@yahoo.com

Signature: Mataya Allen Date: 10/30/2011

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PIEDMONT IT  
ACADEMY  
2010

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

April Lorenzo

Address:

1006 Horizon Ct, Concord, NC, 28027

Phone:

(704) 886-8546

E-Mail:

Signature:

*April Lorenzo*

Date:

10/15/14

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Betzaida L. Valentin

Address:

1006 Hannon Ct. Concord, NC, 28027

Phone:

(704) 2086309

E-Mail:

Signature:

Date:

10/15/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Trina Rushing

Address:

2232 Rd

Monroe NC 28112

Phone:

(704) 292-2236

E-Mail:

Signature:

Trina Rushing

Date:

10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

CHova Hang

Address:

4848 Brooktree Dr. Charlotte, NC, 28208

Phone:

(401) 952-0761

E-Mail:

Signature:

CHova Hang

Date:

10/15/11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

CHOU Thao

Address:

4608 Brooktree Dr. Charlotte, NC 28208

Phone:

(704) 593-8044

E-Mail:

Signature:

*(Handwritten Signature)*

Date:

10/15/10

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: HAROLD WALTERS

Address: 1910 AUSTIN CHARLES RD

Phone: \_\_\_\_\_

E-Mail: HWALTERSJR@AOL.COM

Signature: Harold E. Walters Date: 10-30-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Kammy Harjes  
 Address: 5003 Hunters Knoll Dr., Monroe, NC 28110  
 Phone: 704-254-8310  
 E-Mail: Kamharjes@gmail.com  
 Signature: Kammy Harjes Date: 10/30/01

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PIEDMONT IT  
ACADEMY  
2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Leobardo S w

Address: \_\_\_\_\_

Holly 121 st

Phone: \_\_\_\_\_

704 - 269 7786

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: \_\_\_\_\_

10/30/2001

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2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Melitona Sanchez

Address:

1811 Confederate st monroe NC 28110

Phone:

704-254-0881

E-Mail:

Signature:

Melitona Sanchez

Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Leticia Mendez

Address: 3205 Suburban LN Monroe NC 28110

Phone: 980 328 5321

E-Mail: \_\_\_\_\_

Signature: Leticia Mendez Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Mary Davis

Address: 8091 Cuthbertson

Monroe, N.C

Phone: N/A

E-Mail: \_\_\_\_\_

Signature: Mary Davis Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Veronica Funderburk

Address:

2001 Washington St

Wingate NC 28174

Phone:

(704) 421-0207

E-Mail:

Signature:

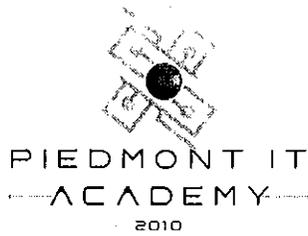
*[Handwritten Signature]*

Date:

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: John Ramsey

Address: \_\_\_\_\_

Phone: 704-226-4608

E-Mail: \_\_\_\_\_

Signature: John Ramsey Date: 10-30-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Rosa Rivera

Address:

8522 Burnt Umber Dr  
Charlotte

Phone:

980-207-3675

E-Mail:

Signature:

Rosa E. Rivera

Date: 10-30-11

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2010

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c. Math and Science Concentration <i>2 times!</i>	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: *Math & science is important; also placing importance on college prep!*

Name:

*Kyana Covington*

Address:

*818 S. Branch St. Monroe, NC 28012*

Phone:

E-Mail:

*Kyana.covington@yahoo.com*

Signature:

*[Handwritten Signature]*

Date: *10-30-11*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Sharon Marslan

Address: 4811 Von Cf,

Monroe, NC 28110

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: Sharon Marslan Date: 10.15.11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

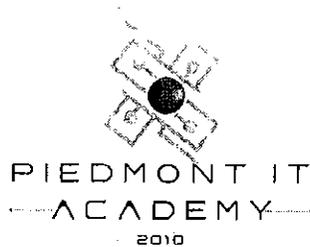
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Tiffany Wiggins

Address:

2611 Foxworth Dr.  
Monroe, NC 28110

Phone:

704-226-1878

E-Mail:

Tif 032787@yahoo.com

Signature:

*Tiffany Wiggins*

Date:

10/15/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Mary Alexandra

Address:

5506 Lake Park dr.

Phone:

704 283 1101

E-Mail:

CORNEAL.ADM.COM

Signature:

Mary Alexandra

Date:

10 15 11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Andrew F. Uriarte

Address:

2716 Buckleigh Dr  
Charlotte NC 28215

Phone:

305 775 765 5738

E-Mail:

Signature:

Date: 10-15-11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: edson Reyes

Address: 2310 Eastview circ

Monroe N.C 28110

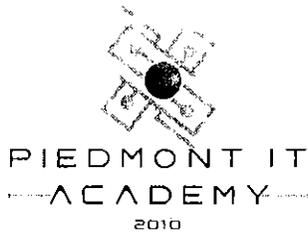
Phone: 704-207 843

E-Mail: \_\_\_\_\_

Signature: Edson Reyes Date: 10/15/11

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Jeff Sharpe

Address: 2408 Hargett Rd

Morris, NC 28112

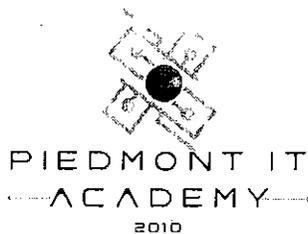
Phone: NA

E-Mail: sharpefx@yahoo.com

Signature: [Handwritten Signature] Date: \_\_\_\_\_

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Lyenn Crooke*

Address: \_\_\_\_\_

*180 ALLOE*

Phone: \_\_\_\_\_

*704 783 1119*

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: \_\_\_\_\_

*10-15/2011*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

\_\_\_\_\_

Name: Tamara Dowless

Address: 2015 Honeycutt Simpson Rd

Phone: 704 776 4088

E-Mail: tdowlessrn@carolina.rr.com

Signature: [Signature] Date: 10/15/17

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Marquis Huntley

Address: 100 Rosa Ln

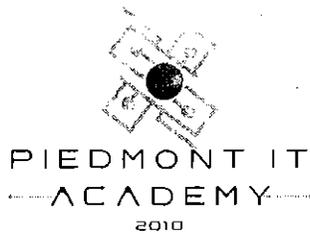
Phone: 980-239-0598

E-Mail: \_\_\_\_\_

Signature: Marquis Huntley Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: MURKELIS MOVIGUDOV

Address: 3004 CANOPY DR  
INDIAN TRAIL NC 28079.

Phone: 980 297 6402

E-Mail: \_\_\_\_\_

Signature:  Date: 10. 15 H.

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES  NO

Any Additional Comments / Suggestions: PLEASE

Name: ERIC STAIR

Address: 5507 BURN RIDGE  
MONROE NC 28110

Phone: 7843 274-3071

E-Mail: eric.stair@gmail.com

Signature:  Date: 6/15/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Mike Smith

Address: 2916 Southwest Blvd

CHARLOTTE, N.C. 28218

Phone: \_\_\_\_\_

E-Mail: WEETQSKAYAH100.COM

Signature: Mike Smith Date: 10-30-2011

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: NO

Name: Mitch Dease

Address: 619 Price Dairy Lane, Matthews, NC

Phone: 980 239 1474

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Jennifer Corbett

Address:

5801 Potters Trace Rd

Monroe, NC 28110

Phone:

(910) 617-9316

E-Mail:

Jenniferwlm@aol.com

Signature:

Date: 10/30/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Tommy Baker

Address: 701 Bacon Rd

MON/NC 28112

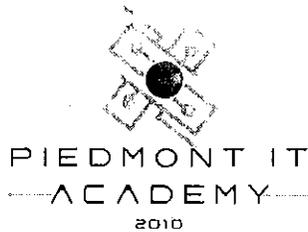
Phone: 704 289 5955

E-Mail: \_\_\_\_\_

Signature: [Signature] Date: 10/30/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Amanda Wither Spoon  
 Address: 2605 Nelda Drive Apt. D  
 Phone: 704-  
 E-Mail: witherpoon1017@yahoo.com  
 Signature: Amanda Wither Spoon Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: No

Name:

Felipe Bonilla

Address:

1112 S. Hayre St

Phone:

(704) 776-4878

E-Mail:

N/A

Signature:

Felipe Bonilla

Date:

10-30-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: William Hayes

Address: 1317 macedonia Church Rd.

Phone: 704-242-5638

E-Mail: \_\_\_\_\_

Signature: William Hayes Date: 10-30-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Shauna Camp  
 Address: 2141 Blue Pine Dr.  
Stallings NC 2804  
 Phone: 704 308 8299  
 E-Mail: shaunacamp@yahoo.com  
 Signature: SCamp Date: 10/30/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: April Peck

Address: Monroe, NC

Phone: \_\_\_\_\_

E-Mail: aprilpeck@frontier.com

Signature: April Peck Date: 10/30/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Nicholas A Jordan

Address: 5904 sm Benton Ln

Phone: 704 753 0350

E-Mail: \_\_\_\_\_

Signature: Michael A Jordan Date: 10/30/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Tori Wiggins*

Address:

*2704 Morgan Mill Rd*

Phone:

*704-288-7263*

E-Mail:

Signature:

*Tori Wiggins*

Date:

*10/30/2011*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Hezlie Tucker

Address: P.O. Box 2  
Mineral Sp. NC 28108

Phone: 704-843-2210

E-Mail: \_\_\_\_\_

Signature: [Handwritten Signature] Date: 10-31-11

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Ashley Hamilton

Address:

1904 Lexington Ave Monroe NC 28112

Phone:

704-681-6801

E-Mail:

Signature:

*Ashley Hamilton*

Date:

10/30/11

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lisa Holliday

Address: \_\_\_\_\_

Phone: 704-219-9506

E-Mail: hollidayfamily@hotmail.com

Signature: Lisa C Holliday Date: 10/30/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Menna Mollaahmad

Address:

1017 Nickalaus Drive  
Matthews, NC 28104

Phone:

E-Mail:

(704) 225-0589

Signature:

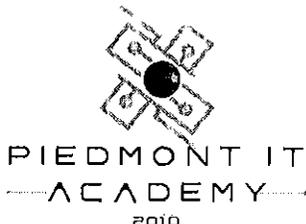
M. Mollaahmad

Date:

10 / 30 / 2011

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Nancy

Address:

Phone:

E-Mail:

akbyrn@aol.com

Signature:

Nancy Krybka

Date: 10/30/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

**Any Additional Comments / Suggestions:** \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: I believe there's a need for more concentration based schools in North Carolina.

Name: Sasmine Gaitter

Address: 6007-C Florence Ave. Charlotte, NC 28212

Phone: 704-780-7073

E-Mail: gaitterjas@gmail.com

Signature: [Signature] Date: 10-30-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Kelly Tittle

Address: \_\_\_\_\_

Phone: (704) 200-1571

E-Mail: \_\_\_\_\_

Signature: Kelly Tittle Date: 10-30-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: I do support this idea but believe ~~add~~ biblical classes need to be added

Name: Maria Alonzo  
 Address: PO Box 659  
Monroe, NC 28111  
 Phone: 704-226-1123  
 E-Mail: g.blert94@gmail.com  
 Signature: MAlonzo Date: 10/30/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: MARK EVERHART

Address: 5408 Berrywood Lane Monroe, NC 28110

Phone: \_\_\_\_\_

E-Mail: meverhart1103@evolution-va.com

Signature: Mark Everhart Date: 11/2/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Torecia Allen

Address:

301 S. Branch St.  
Monroe, NC 28112

Phone:

704-225-4167

E-Mail:

Torecia.Allen@yahoo.com

Signature:

Torecia Allen

Date:

10/28/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Kristen McMillan

Address:

4901 Jacqueline Dr  
Indian Trail, NC 28079

Phone:

302-331-3481

E-Mail:

kristen4214@yahoo.com

Signature:

*Kristen E. McMillan* Date: 10/29/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Selena Villarreal

Address:

4016 Lancaster Hwy  
28112 Monroe, NC

Phone:

E-Mail:

Selena.V98@gmail.com

Signature:

Selena Villarreal

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: STEVE DORMOY

Address: 4010 CLOUD VIEW LANE  
INDIAN TRAIL N.C. 28079

Phone: 704-882-1009

E-Mail: KARBATHMON@AOL.COM

Signature: \_\_\_\_\_ Date: 10/29/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Branden Joseph

Address:

2111 Garden View Ln. Matthews, NC 28104

Phone:

678-772-2485

E-Mail:

branden.joseph25@gmail.com

Signature:

Date:

10/29/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Brenda Schmall

Address: 1001 E. JONES AVE

MATTHEWS, N.C 28104

Phone: 309-261-2300

E-Mail: \_\_\_\_\_

Signature: Brenda Schmall Date: 10-29-2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

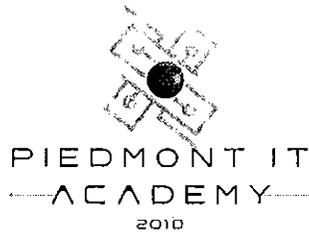
E-Mail: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions:

*NO children*

Name:

*Bert Barrett*

Address:

*409 Hda P. MONROE*

Phone:

*704-291-2556*

E-Mail:

Signature:

*Bert Barrett*

Date:

*10/29/11*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Christina Gutierrez

Address: 401 Meadowbrook Dr Matthews NC 28104

Phone: 980 328 9566

E-Mail: CIARAJOT1@yahoo.com

Signature:  Date: 10/29/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions:

Education (Good)

Name:

Linda Chambers

Address:

Marshallville N.C. 28103

Phone:

704-624-7134

E-Mail:

Signature:

Linda Chambers

Date:

10-15-11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

DEAR PARTICIPANT: Thank you for taking your time to complete this survey.

Your answers are very valuable for us to help shape our charter school project. This proposed school will bring an innovative approach to support public education system in Union County, NC.

**1. Do you think there is a need for a charter school that puts emphasis on;**

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c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

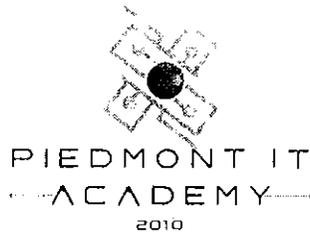
E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions:

*Good thing*

Name:

*J. Wright*

Address:

*Amas Hill, N.C. 28103*

Phone:

*704 220-8155*

E-Mail:

Signature:

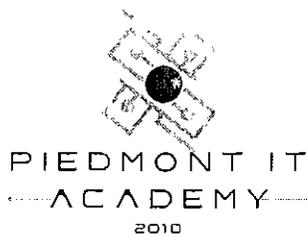
*James Wright*

Date:

*10-15-11*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

N/A

NO

Any Additional Comments / Suggestions:

Add Budgeting Course

Name:

Nona Books

Address:

3413 White Stone Rd  
W. Wake, NC 28174

Phone:

204-296-5323

E-Mail:

Signature:

Date:

10/15/14

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO don't have any

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: SALLY JONES

Address: 3005 CHIMNEYWOOD TRAIL

Phone: 704.957.8282

E-Mail: N/A

Signature: Sally A. Jones Date: 10/15/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES    *No child*                       NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Savannah Knowles  
 Address: 397 Kirby Linn Road  
 Phone: 919-371-0327  
 E-Mail: SavannahKnowles@yahoo.com  
 Signature: Savannah Knowles                      Date: 10-15-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lisa Russell

Address: 4324 Stallingswood drive

Matthews NC 28104

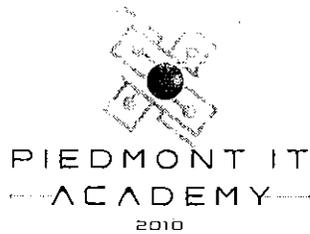
Phone: 704-359-7631

E-Mail: LRussell@yahoo.com

Signature: [Handwritten Signature] Date: 10-9-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Shannon Wright

Address: 2519 Old Camden Rd  
Monroe NC 28110

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: Shannon Wright Date: \_\_\_\_\_

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e. Safe Educational Environment	<input type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: ~~en~~ I would support a charter school in the above mentioned areas

Name: Mitzi Simpson

Address: 3722 Sincerity Rd

Monroe NC 28110

Phone: 704 289 3461

E-Mail: \_\_\_\_\_

Signature: Mitzi Simpson Date: 10/30/11

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YES

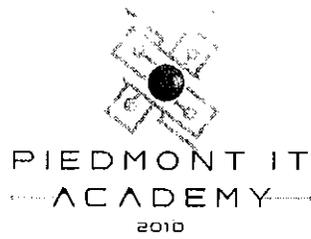
NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Diane Arrowsmith  
 Address: 1016 Battle Ln.  
Monroe NC  
 Phone: 704-905-5607  
 E-Mail: ncdi@hotmail.com  
 Signature: Diane Arrowsmith Date: 10-29

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Wendy Darnell

Address: 2301 Genesis Dr

Phone: 704-635-7929

E-Mail: \_\_\_\_\_

Signature: W Darnell Date: 10/29/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Glenda Brock

Address:

384-C Quarry Rd  
Monroe, N.C. 28110

Phone:

704-776-9059

E-Mail:

Signature:

Glenda Brock

Date:

10-29-2011

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Teresa Morelos

Address:

1641 Eastcrest Dr G.4

Phone:

204 726 74 15

E-Mail:

Signature:

Teresa Morelos

Date: 10-22-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Rufino Cruz

Address: 1641 East crest Dr

Phone: \_\_\_\_\_

E-Mail: scruz2010@live.com

Signature: Rufino Cruz Date: 10-22-011

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Veronica Estrada

Address:

2811 Bob white wingate N.C 28179

Phone:

704 2339329

E-Mail:

Signature:

~~Veronica~~ Veronica Estrada

Date:

10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: My children are seniors, but a math/science/IT-based school is necessary

Name: Donna Barrett

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: dannalynns@yahoo.com

Signature: Donna Barrett Date: 10/15/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Jill Fitzgerald

Address:

Phone:

704.657.2160

E-Mail:

Signature:

Jill Fitzgerald

Date:

10/15/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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Your answers are very valuable for us to help shape our charter school project. This proposed school will bring an innovative approach to support public education system in Union County, NC.

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Isabel Rodriguez

Address:

2712 Buckleigh Dr Charlotte NC

Phone:

571-4496215

E-Mail:

Signature:

Isa Rodriguez

Date: 10-15-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: JAMES LEE

Address: 618 B. HAYES ST

Phone: 704-221-7816

E-Mail: PODA.GALEKIN@YAHOO.COM

Signature: James Lee Date: 10/29/01

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*DZEBETA Suracak*  
 3224 Glen Summit Dr  
 Charlotte NC 28270  
 704-900-4647  
 Midhad@aol.com  
 DZEBETA D. Date: 10/16/2011

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ACADEMY  
2010

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: JIMMY ZAMBRAW

Address: 6527 HIGHWOOD PL.

CHARLOTTE NC 28210

Phone: \_\_\_\_\_

E-Mail: JIZAWON@HOTMAIL.COM

Signature: JZ Date: 10-22-11.

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

FELIPA MORALES

Address:

5930 EAST BROOK DR. Charlotte  
28215

Phone:

704 606 4828

E-Mail:

Signature:

Felipa Morales

Date: 10-22-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

YOLANDA MANTO

Address:

3100 VIOLA LN MORRIS

Phone:

704 283 74 61

E-Mail:

Signature:

Yolanda Manto

Date: \_\_\_\_\_

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d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

*Maybe*

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*BRAD BARNETT*

Address:

*3093 CONSIDERS DR.*

*MONROE, NC 28110*

Phone:

*704.560.8587*

E-Mail:

*brad.barnett@2@hotmail.com*

Signature:

*[Handwritten Signature]*

Date:

*10/15/2011*

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PIEDMONT IT  
ACADEMY  
2010

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: Graduating Student

Name: Lynne Mullis

Address: 2000/202 Alice Platts Ln.

Indian Trail

Phone: N/A

E-Mail: N/A

Signature: [Signature] Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Angela Ramirez Castro  
 Address: 620 Lasalle st Monroe N.C  
28112  
 Phone: 980 - 320 1401  
 E-Mail: \_\_\_\_\_  
 Signature: Angela Ramirez C Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Maria Quintana

Address: 1820 Williams St Apt D

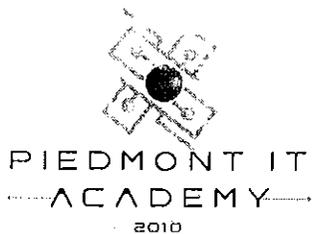
Phone: 980 - 328 - 5569

E-Mail: \_\_\_\_\_

Signature: Maria Quintana Date: 10-15-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Alvin Foxman

Address: 5218 Rocky River Rd.

Monroe N.C.

Phone: 704-546-7544

E-Mail: N/A

Signature: [Signature] Date: 10/15/11

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PIEDMONT IT  
ACADEMY  
2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: I don't have any children.

Name: Anadin Tokemic  
 Address: 9605 Vinca Circle apt 6  
Charlotte, NC 28213  
 Phone: 605-521-1397  
 E-Mail: atokemic@uncc.edu  
 Signature: Anadin Tokemic Date: 11/16/2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Israel Samano

Address: andrew & sanford

Phone: 919 434 2841

E-Mail: paysamano1@hotmail.com

Signature: Israel Samano Date: 11/10/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Gloria Soper  
2474 Annley Dr.  
Matthews NC 28105  
980 245 6574  
smadel64@gmail.com  
Gloria

10/22/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

*Not Sure*

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Brenda S. Reid  
 Address: 102 Glencroft Drive  
Wingate NC 28174  
 Phone: 704-441-8070  
 E-Mail: brendareid1970@gmail.com  
 Signature: Brenda S. Reid Date: Oct 29, 2011

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: No kids but I support the idea.

Name:

Nicole Labershesky

Address:

N/A

Phone:

N/A

E-Mail:

nickilab1@juno.com

Signature:

Nicole Labershesky

Date:

10/29/11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Julie Miles*

Address:

*13909 New Salem Rd, Monroe, NC 28110*

Phone:

*704-289-3900*

E-Mail:

Signature:

*Julie Miles*

Date:

*10-29-11*

*We gratefully appreciate your feedback and support*

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

MIRZETA HADZIKADIC

Address: \_\_\_\_\_

1329 MARYLAND AVE

CHARLOTTE, NC 28209

Phone: \_\_\_\_\_

704-373-1627

E-Mail: \_\_\_\_\_

MHADZIKADIC@YAHOO.COM

Signature: \_\_\_\_\_

Mirzeta Hadzivadac

Date: 10-16-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Deavudin Smailagic*

Address: \_\_\_\_\_

*12140 Old Willow Rd*

Phone: \_\_\_\_\_

*704/942-6869*

E-Mail: \_\_\_\_\_

*sarajad@3@hotmail.com*

Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: \_\_\_\_\_

*10/13/11*

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Bronford Griffin

Address: 1452 Ridge Rd

Phone: 704-242-3832

E-Mail: \_\_\_\_\_

Signature: [Handwritten Signature] Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

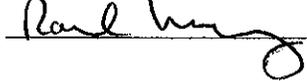
Name: Paul Nunez

Address: 1711 FLETCHER BROOME RD

MONROE, NC 28112

Phone: 704 776-1490

E-Mail: rnunez@carolina-rr.com

Signature:  Date: 10/22/2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Valery Gomez

Address: 3001 Canaleen Ln Monroe NC 28110

Phone: 980 239 92 07

E-Mail: valery\_gomez@hotmail.com

Signature: Valery Gomez Date: 10/9/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Daniel Dzyadyk  
 Address: 4223 High Shoals Dr  
Monroe NC 28116  
 Phone: 704-737-1686  
 E-Mail: charlotte.astro@yahoo.com  
 Signature: Daniel Dzyadyk Date: 10/22/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Marila Perez

Address: 1300 Crestfield Dr.  
Lancaster SC

Phone: \_\_\_\_\_

E-Mail: marilubizarro@hotmail.com

Signature: M/ak B Date: 10-22-2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Sherrille Washington

Address:

7225 Deep Springs rd. Peachland N.C

Phone:

(704) 475-3645

E-Mail:

Signature:

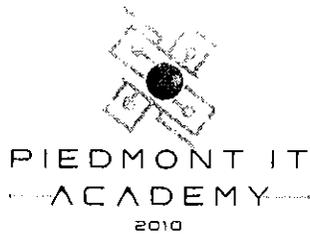
Sherrille W.

Date:

10-29-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

NA

Name: \_\_\_\_\_

BRIAN TRATH

Address: \_\_\_\_\_

4309 ~~Law~~ Rd. Waxhaw NC 2810

Phone: \_\_\_\_\_

704-219-1903

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

10-29-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

TERRI ADCOCK

Address:

PO BOX 524  
PEACHLAND NC

Phone:

704-624-5558

E-Mail:

Katie.01430@yahoo.com

Signature:

TERRI ADCOCK

Date: 10/29/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES
  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Maria Jordan Waters

Address: 2401 Lexington Ave  
Monroe NC 28112

Phone: 704-434593

E-Mail: \_\_\_\_\_

Signature: *[Handwritten Signature]* Date: 10/29/11

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2010

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Be Dawn Phillips  
 Address: 2003 Blazing Star Ln  
Monroe NC 28110  
 Phone: 704 776 9422  
 E-Mail: carolinark@yahoo.com  
 Signature: R Phillips Date: 10/29/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Levli Mamedova*

Address: \_\_\_\_\_

*1095 Shumard Cir*

*Indian Trail, NC 28079*

Phone: \_\_\_\_\_

*(704) 345-8319*

E-Mail: \_\_\_\_\_

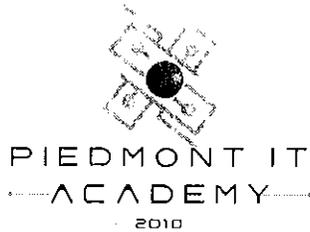
Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: 10.09.11

*We gratefully appreciate your feedback and support*

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## COMMUNITY SURVEY

### FOR A CHARTER SCHOOL PROJECT IN UNION COUNTY, NC

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c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Elmira Gunasheva

Address:

1095 Shumard Cir. Indian Trail, NC 28079

Phone:

(704) 236-9600

E-Mail:

Signature:

Date:

10/09/2011

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YES

NO

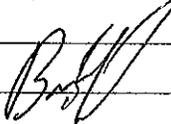
Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Aslan Badalov

Address: 2109 Shumard circle indian trail, NC

Phone: 704-957-8681

E-Mail: \_\_\_\_\_

Signature:  Date: 10/9/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Tariel Demuruniyev

Address:

2237 Shumard CIR Indian Trail  
NC

Phone:

(704) 635 8648

E-Mail:

Signature:

Albina Demuruniyev

Date: 10-08-11

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2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: 10-09-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Serinch Mamedova

Address:

5513 Ropers Rd Indian Trail,  
NC 28079

Phone:

704-241-4063

E-Mail:

Sera\_ahiskalid@hotmail.com

Signature:

[Handwritten Signature]

Date:

10/09/2011

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Brandon Nichols

Address: \_\_\_\_\_

6413 Prospect Rd Monroe NC

Phone: \_\_\_\_\_

704-764-7107

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

*[Handwritten Signature]*

Date: \_\_\_\_\_

10/9/11

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YES

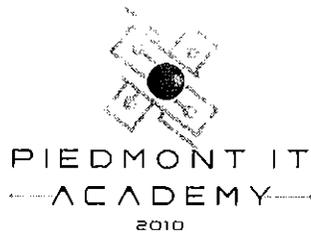
NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Annette Swayngim  
 Address: 19008 molly Springs RD  
 Oakboro NC. 28129  
 Phone: 704-575-~~5884~~ 8694  
 E-Mail: Annette.Swayngim@yahoo.com  
 Signature: Annette Swayngim Date: 10-15-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Alice Saafi

Address:

105 Gwyn street Wingate, NC 28174

Phone:

(704) 218-4167

E-Mail:

nature-reborne@hotmail.com

Signature:

Alice Saafi

Date: 10-15-11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Brian Wallis

Address:

105 Gwynn St.

Wingate NC 28174

Phone:

704-506-9902

E-Mail:

BWallis@USCFS.com

Signature:

*[Handwritten Signature]*

Date:

10/15/11

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Mario De Luna

Address: 4526 Hounde Run Matthews NC 28105

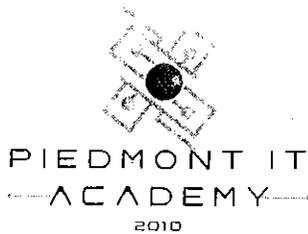
Phone: 704-572-0910

E-Mail: \_\_\_\_\_

Signature: Mario De Luna Date: 10/15/11

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YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: 10-15-2011

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PIEDMONT IT  
ACADEMY  
2010

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: LAURA Sanchez

Address: 300 Jones st Moro E N.C 28110

Phone: 780 200-8280

E-Mail: \_\_\_\_\_

Signature:  Date: 10-15-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: VAYS DZHAMAYEV.  
 Address: 2256. SUMABO. CIR. INDIAN TRAIL. NC 28079.  
 Phone: 704. 333 12 30  
 E-Mail: \_\_\_\_\_  
 Signature:  Date: 10-22-11.

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions:

*Yes, if it will help out i would.*

Name:

*Deanna Dean*

Address:

*108 Self St -  
Monroe N.C. 28112*

Phone:

*(704) 219-7686*

E-Mail:

*swire184@yahoo.com*

Signature:

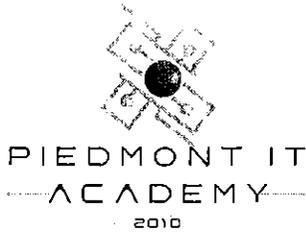
*Deanna Dean*

Date:

*10-29-11*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Donna Charles

Address:

Indian Trail, NC

Phone:

704-503-0442

E-Mail:

Signature:

*[Handwritten Signature]*

Date:

10/29/11

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ACADEMY  
2010

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: Our youth is our tomorrow,  
we need to put education first.

Name: Sissy Smith  
Address: 4107 McManus Rd  
Monroo, NC 28112  
Phone: 704-242-2224  
E-Mail: (SissySmith@aol.com)  
Signature: Sissy Smith Date: \_\_\_\_\_

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

David Ecksmith

Address:

2906 Earlymist ct

Phone:

704-220-6766

E-Mail:

decksmith@Carolina.rr.com

Signature:

David Ecksmith

Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Elvira Diaz

Address:

913 cherry st apt 2C Monroe

Phone:

704 430 40 21

E-Mail:

Signature:

Elvira Diaz

Date:

10-9-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Gracia Brown*

Address: \_\_\_\_\_

*117 Kathy St 28110 NC*

Phone: \_\_\_\_\_

*704-294-2000*

E-Mail: \_\_\_\_\_

*Gracia114@hotmail.com*

Signature: \_\_\_\_\_

*Gracia*

Date: *10-9-11*

*We gratefully appreciate your feedback and support*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: AMADA MOREIRA

Address: 8615 cut FISHS DR

Phone: 704 9104348

E-Mail: SHERMAN\_AMADA@LIVE.COM

Signature: [Handwritten Signature] Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: Esperanza O.

Name: Esperanza Ocasio

Address: 5826 Olivet Dr Charlotte NC 28227

Phone: 704 545 0885

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*We gratefully appreciate your feedback and support*

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Denice Harris

Address:

2522 Hopewood Lane  
Monroe NC 28110

Phone:

204-890-2214

E-Mail:

cxrl4540@aol.com

Signature:

Date:

10-9-11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Sandra Medel-Sosa

Address:

2424 Anney Dr.  
Matthews NC. 28105

Phone:

E-Mail:

smedel64@yahoo.com

Signature:

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

José Flores Casaric

Address:

Sunset st Apt c Monroe NC 28110

Phone:

704-605-7553

E-Mail:

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: MICHELLE HARRIS

Address: 2522 HOPEWOOD LANE  
MONROE NC 28110

Phone: 704-242-5613

E-Mail: MH922@AOL.COM

Signature: Michelle Harris Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Ruth Castillo

Address:

3020 Crenson Dr  
Lancaster SC 29720

Phone:

803 235 7456

E-Mail:

Signature:

Ruth Castillo

Date:

10/15/11

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e. Safe Educational Environment	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Ale Elliott

Address:

3221 Chippendale Rd.  
Monroe, NC. 28110

Phone:

E-Mail:

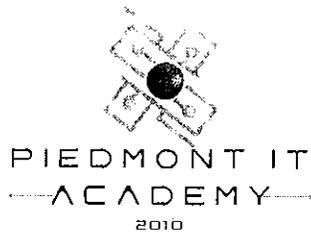
Signature:

Date:

Oct 15/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

*Veronica Fernandez*

Address:

Phone:

*(704) 882-9549*

E-Mail:

Signature:

*Veronica Fernandez*

Date:

*10-15-11*

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Patricia Areola

Address:

1820 Williams RD unit D

Phone:

980-328-5569

E-Mail:

Signature:

Patricia Areola

Date: 10-15-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Christina Helms

Address:

7413 Sparkleberry Dr.  
Indian Trail NC 28079

Phone:

704 207 4916

E-Mail:

Signature:

*Christina Helms*

Date:

10/15/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES  NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Suzi Carter

Address: 7216 Wallace Rd.  
Charlotte NC 28212

Phone: 980-207-2300

E-Mail: \_\_\_\_\_

Signature: Suzi Carter Date: 10/15/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Benny Dyer

Address:

143 Autumn Leaf Rd  
Troy NC

Phone:

E-Mail:

bder@live.com

Signature:

Benny Dyer

Date:

10-15-2011

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2. Would you be interested in sending your child (ren) to the proposed Charter School?

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Colleen Gonzales

Address:

2814 Faircroft way

Monroe NC 28110

Phone:

704 291 2577

E-Mail:

colleen.gonzales@gmail.com

Signature:

Date:

10/15/11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

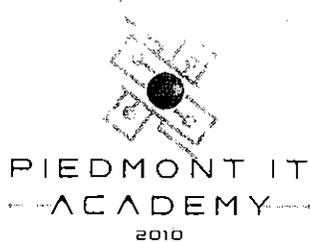
NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Lucila Mota  
 Address: 3549 Crestridge Dr.  
Charlotte NC, 28217  
 Phone: 704 525-2239  
 E-Mail: \_\_\_\_\_  
 Signature: Lucila Mota Date: 10/15/11

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: Adrian Mota

Address: 3555 Fieldcrest Dr

Phone: 980-307-8522

E-Mail: \_\_\_\_\_

Signature: Adrian Mota Date: 15-09-11

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**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: 10/15/2011

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e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name:

Lucina Hernandez

Address:

407 N Sycamore Ave  
Monroe N.C 28110

Phone:

(704) 441 9163

E-Mail:

Signature:

Date:

10-15-11

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**1. Do you think there is a need for a charter school that puts emphasis on;**

a. College Preparation Placement Support	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
b. Technology Enriched Education	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
c. Math and Science Concentration	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
d. Individual Attention and Career Guidance	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
e. Safe Educational Environment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**2. Would you be interested in sending your child (ren) to the proposed Charter School?**

YES

NO

Any Additional Comments / Suggestions: \_\_\_\_\_

Name: \_\_\_\_\_

*Lisa Hyatt*

Address: \_\_\_\_\_

*6849 Fairview Road*

Phone: \_\_\_\_\_

*704-288-6574*

E-Mail: \_\_\_\_\_

*lhyatt@smail.com*

Signature: \_\_\_\_\_

*Lisa Hyatt*

Date: \_\_\_\_\_

*10/20/2011*

*We gratefully appreciate your feedback and support*

*Please Note: This survey has been conducted to fulfill the requirements of the Charter School application process. Your personal information will not be used for any commercial purpose, or will not be shared with any third parties.*

**APPENDIX B: HEALTH INFORMATION**

# Safe Surrender of Newborns

Information for women in crisis



Safe Surrender:  
*It's in your hands.*

[www.safesurrender.net](http://www.safesurrender.net)

1-800-FOR-BABY

In an emergency:  
911

**What does the Safe Surrender Law say?** An infant up to 7 days old may be given to a responsible adult, legally and anonymously.

**I have this baby I don't want. I am terrified that someone will find out. What can I do?** Safe Surrender is meant for women who are scared, who want to keep their identity unknown, and who are not willing or able to take advantage of the other choices available to them. It is legal to find a responsible adult and hand them the baby. They may be a health care provider, law enforcement officer, social services worker or emergency medical personnel, or it may be anyone who appears to be responsible.

**What other options are available to a woman who has a baby she does not want?** There have always been ways for women to give up their babies in a safe and kind manner. Agencies can help you with prenatal care, arranging for the birth, and arranging for the adoption of your child to a safe and loving home. Contact your department of social services, county health department, or look in the yellow pages under "adoption."

**What if I would like to provide health or other information about the baby?** One of the concerns with Safe Surrender is that children will grow up without knowing anything about their history or parentage. That is why the more conventional forms of adoption are preferred. However, a surrendering parent can help answer their child's natural questions about family heritage and health history. Information can be given to the adult who receives the baby, or may be sent in a letter to the county department of social services.

**What is the advice for women who are hiding a pregnancy?** Seek prenatal care. Talk to someone you trust to give you good advice. If you do not have health insurance, your local health department or department of social services can tell you if you're eligible for Medicaid (which covers over 40 percent of all births in the state). Plan for the birth. Having a baby alone or with someone who is not medically trained can cause serious injury to you or your child. It's also a terrifying experience to give birth alone. Advice for pregnant and new mothers is available at 1-800-FOR-BABY.

**I had a baby and now I can't stop bleeding. Plus I have a fever. Am I in danger?** If you have any of the following symptoms, seek medical care right away: vaginal bleeding that does not slow down when you rest, a bad smell to vaginal blood, a fever of 101 or above, severe headaches, pain in the abdomen or vaginal area, blurred vision, or a feeling of burning when you urinate.

# Safe Surrender of Newborns

What everyone needs to know about North Carolina's Law



Safe Surrender:  
*It's in your hands.*

[www.safesurrender.net](http://www.safesurrender.net)

1-800-FOR-BABY

In an emergency:  
911

**What is the new Safe Surrender Law?** An infant up to 7 days old may be left with a responsible adult, legally and anonymously. This is North Carolina state law, properly called the "Infant Homicide Prevention Act."

**Why is there such a law?** The risk of homicide on the first day of life is 10 times greater than the rate during any other time of life. Every year, several babies are either killed or left to die in North Carolina by a parent in crisis, who may feel they have no other choice. The law hopes to provide such parents a way to surrender their unwanted newborn safely and anonymously.

**Who can receive an infant through safe surrender?** The law states that a baby may be surrendered to "any responsible adult." Some people are especially cited: on-duty health care provider, law enforcement officer, social services worker or emergency medical services worker. However, "any responsible adult" could mean just about anyone.

**What happens to these babies?** An adult who receives the baby is required to keep it safe and warm, and to call 911 or the local department of social services right away. They should know that the surrendering parent is not required to give any identifying information. The goal is to have the baby adopted into a safe and loving home as quickly as possible.

**How big a problem is infanticide and child homicide?** In our state, an average of two infants are killed or left unprotected to die every year. Every two weeks, a North Carolina child is killed by a parent or caregiver in some form of child abuse.

**Has the law worked?** No official numbers exist, but since the law was enacted in 2001, at least two newborns have been highlighted in the media as having been safely surrendered. However, at the same time, a number of newborns have also been abandoned unsafely or killed (six have died). Public awareness is crucial to help parents know this option exists, and also to alert the public that receiving a surrendered newborn is legal. Help us spread the word by copying and distributing this fact sheet.

**What about fathers? Don't they have rights too?** There is a natural concern that a woman may have a baby and surrender it without the father knowing it exists. Any man who hears of a surrendered infant and believes it may be his should come forward.

**Is Safe Surrender the same as Safe Haven?** Many states have what are called Safe Haven laws. These designate places where a baby may be surrendered. North Carolina's law is unique in that it designates people, not places.



**It's in  
your hands.**

**What you know about the  
Safe Surrender Law can save a life.**

**An infant up to 7 days old may be surrendered  
to any responsible adult anonymously**

**call 1-800-FOR-BABY**

**[www.safesurrender.net](http://www.safesurrender.net)**

**in an emergency call 911**



State of North Carolina Michael F. Easley, Governor  
Department of Health and Human Services  
Carran Hooker Odom, Secretary

\*Funded by a grant from the Governor's Crime Commission with  
support from the NC Division of Public Health.\*

20,000 copies of this flyer were printed at a cost of \$1121.00, or 5.6 cents per flyer

# Cervical Cancer

There are five main types of cancer that affect a woman's reproductive organs: cervical, ovarian, uterine, vaginal, and vulvar. As a group, they are referred to as gynecologic (GY-neh-kuh-LAH-jik) cancer. (A sixth type of gynecologic cancer is the very rare fallopian tube cancer.)

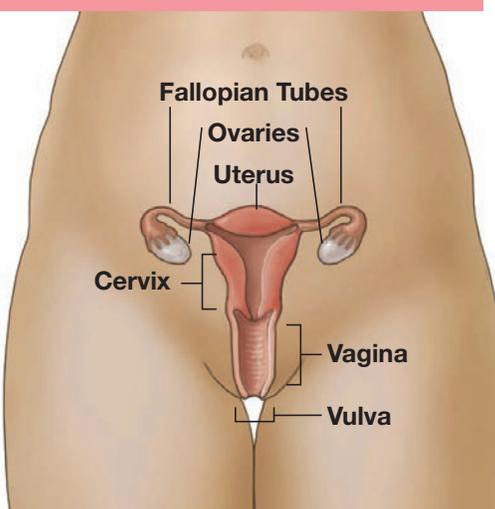
This fact sheet about cervical cancer is part of the Centers for Disease Control and Prevention's (CDC) *Inside Knowledge: Get the Facts About Gynecologic Cancer* campaign. The campaign helps women get the facts about gynecologic cancer, providing important "inside knowledge" about their bodies and health.



## What is cervical cancer?

Cancer is a disease in which cells in the body grow out of control. Cancer is always named for the part of the body where it starts, even if it spreads to other body parts later.

When cancer starts in the cervix, it is called cervical cancer. The cervix is the lower, narrow end of the uterus. The cervix connects the vagina (the birth canal) to the upper part of the uterus. The uterus (or womb) is where a baby grows when a woman is pregnant.



Cervical cancer is the easiest gynecologic cancer to prevent with regular screening tests and follow-up. It also is highly curable when found and treated early.

## Who gets cervical cancer?

All women are at risk for cervical cancer. It occurs most often in women over age 30. Each year, approximately 12,000 women in the United States get cervical cancer.

The human papillomavirus (HPV) is the main cause of cervical cancer. HPV is a common virus that is passed from one person to another during sex. At least half of sexually active people will have HPV at some point in their lives, but few women will get cervical cancer.

## What are the symptoms?

Early on, cervical cancer may not cause signs and symptoms. Advanced cervical cancer may cause bleeding or discharge from the vagina that is not normal for you, such as bleeding after sex. If you have any of these signs, see your doctor. They may be caused by something other than cancer, but the only way to know is to see your doctor.

## Are there tests that can prevent cervical cancer or find it early?

There are two tests that can either help prevent cervical cancer or find it early:

- The Pap test (or Pap smear) looks for precancers, cell changes, on the cervix that can be treated, so that cervical cancer is prevented. The Pap test also can find cervical cancer early, when treatment is most effective. The Pap test is recommended for all women.

**The Pap test only screens for cervical cancer. It does not screen for any other gynecologic cancer.**

- The HPV test looks for HPV—the virus that can cause precancerous cell changes and cervical cancer. Talk with your doctor, nurse, or other health care professional about whether the HPV test is right for you.

*Inside Knowledge* is an initiative that supports the Gynecologic Cancer Education and Awareness Act of 2005, or Johanna's Law, which was unanimously passed by the U.S. House and Senate in December of 2006, and signed into law in January 2007.

## When should I get tested for cervical cancer?

The Pap test is one of the most reliable and effective cancer screening tests available. You should start getting regular Pap tests at age 21, or within three years of the first time you have sex – whichever happens first.

The HPV test often is used to screen for cervical cancer, along with the Pap test, in women aged 30 years and older. It also is used to provide more information when a Pap test has unclear results.

If you are 30 or older, and your screening tests are normal, your chance of getting cervical cancer in the next few years is very low. For that reason, your doctor may tell you that you will not need another screening test for up to three years. But you should still go to the doctor regularly for a check-up that may include a pelvic exam.

It also is important for you to continue getting a Pap test regularly—even if you think you are too old to have a child, or are not having sex anymore. If you are older than 65 and have had normal Pap test results for several years, or if you have had your cervix removed (during an operation called a hysterectomy), your doctor may tell you it is okay to stop getting regular Pap tests.

## What raises a woman's chance of getting cervical cancer?

Almost all cervical cancers are caused by HPV. You are more likely to get HPV if you started having sex at an early age, or if you or your partner have had sex with several others. However, any woman who has ever had sex is at risk for HPV.

There are many types of HPV. Usually HPV will go away on its own, but if it does not, it may cause cervical cancer over time.

In addition to having HPV, these things also can increase your risk of cervical cancer:

- Smoking.
- Having HIV (the virus that causes AIDS) or another condition that makes it hard for your body to fight off health problems.
- Using birth control pills for a long time (five or more years).
- Having given birth to three or more children.

## How can I prevent cervical cancer?

- Get the HPV vaccine. It protects against the types of HPV that most often cause cervical, vaginal, and vulvar cancers. It is given in a series of three shots. The vaccine is recommended for 11 and 12 year old girls. It is also recommended for girls and women aged 13 through 26 who did not get any or all of the shots when they were younger. (Note: The vaccine can be given to girls beginning at age 9.)
- See your doctor regularly for a Pap test that can find cervical precancers.
- Follow up with your doctor, if your Pap test results are not normal.
- Don't smoke.
- Use condoms during sex.\*
- Limit your number of sexual partners.

## What should I do if my doctor says I have cervical cancer?

If your doctor says that you have cervical cancer, ask to be referred to a gynecologic oncologist—a doctor who has been trained to treat cancers like this. This doctor will work with you to create a treatment plan.

## Where can I find free or low-cost Pap tests?

If you have a low income or do not have insurance, you may be able to get a free or low-cost Pap test through the National Breast and Cervical Cancer Early Detection Program. To learn more, call 1-800-CDC-INFO or visit [www.cdc.gov/cancer/nbccedp](http://www.cdc.gov/cancer/nbccedp).



## Where can I find more information about cervical and other gynecologic cancers?

**Centers for Disease Control and Prevention:** 1-800-CDC-INFO or [www.cdc.gov/cancer](http://www.cdc.gov/cancer)

**National Cancer Institute:** 1-800-4-CANCER or [www.cancer.gov](http://www.cancer.gov)

\* HPV infection can occur in both male and female genital areas that are covered or protected by a latex condom, as well as in areas that are not covered. While the effect of condoms in preventing HPV infection is unknown, condom use has been associated with a lower rate of cervical cancer.

*CDC Publication #99-9123, Revised May 2010*



# INACTIVATED INFLUENZA VACCINE

## WHAT YOU NEED TO KNOW 2011-12

Many Vaccine Information Statements are available in Spanish and other languages. See [www.immunize.org/vis](http://www.immunize.org/vis)  
Hojas de Información Sobre Vacunas están disponibles en español y en muchos otros idiomas. Visite [www.immunize.org/vis](http://www.immunize.org/vis)

### 1 Why get vaccinated?

**Influenza (“flu”) is a contagious disease.**

It is caused by the influenza virus, which can be spread by coughing, sneezing, or nasal secretions.

Anyone can get influenza, but rates of infection are highest among children. For most people, symptoms last only a few days. They include:

- fever/chills
- sore throat
- muscle aches
- fatigue
- cough
- headache
- runny or stuffy nose

Other illnesses can have the same symptoms and are often mistaken for influenza.

Young children, people 65 and older, pregnant women, and people with certain health conditions – such as heart, lung or kidney disease, or a weakened immune system – can get much sicker. Flu can cause high fever and pneumonia, and make existing medical conditions worse. It can cause diarrhea and seizures in children. Each year thousands of people die from influenza and even more require hospitalization.

By getting flu vaccine you can protect yourself from influenza and may also avoid spreading influenza to others.

### 2 Inactivated influenza vaccine

There are two types of influenza vaccine:

1. **Inactivated** (killed) vaccine, the “flu shot,” is given by injection with a needle.

2. **Live, attenuated** (weakened) influenza vaccine is sprayed into the nostrils. *This vaccine is described in a separate Vaccine Information Statement.*

A “high-dose” inactivated influenza vaccine is available for people 65 years of age and older. Ask your doctor for more information.

Influenza viruses are always changing, so annual vaccination is recommended. Each year scientists try to match the viruses in the vaccine to those most likely to cause flu that year. Flu vaccine will not prevent disease from other viruses, including flu viruses not contained in the vaccine.

It takes up to 2 weeks for protection to develop after the shot. Protection lasts about a year.

Some inactivated influenza vaccine contains a preservative called thimerosal. Thimerosal-free influenza vaccine is available. Ask your doctor for more information.

### 3 Who should get inactivated influenza vaccine and when?

#### WHO

All people **6 months of age and older** should get flu vaccine.

Vaccination is especially important for people at higher risk of severe influenza and their close contacts, including healthcare personnel and close contacts of children younger than 6 months.

#### WHEN

Get the vaccine as soon as it is available. This should provide protection if the flu season comes early. You can get the vaccine as long as illness is occurring in your community.

Influenza can occur at any time, but most influenza occurs from October through May. In recent seasons, most infections have occurred in January and February. Getting vaccinated in December, or even later, will still be beneficial in most years.

Adults and older children need one dose of influenza vaccine each year. But some children younger than 9 years of age need two doses to be protected. Ask your doctor.

Influenza vaccine may be given at the same time as other vaccines, including pneumococcal vaccine.

### 4 Some people should not get inactivated influenza vaccine or should wait

- Tell your doctor if you have any severe (life-threatening) allergies, including a severe allergy to eggs. A severe allergy to any vaccine component may be a reason not to get the vaccine. Allergic reactions to influenza vaccine are rare.
- Tell your doctor if you ever had a severe reaction after a dose of influenza vaccine.
- Tell your doctor if you ever had Guillain-Barré

The safety of vaccines is always being monitored. For more information, visit:  
[www.cdc.gov/vaccinesafety/Vaccine\\_Monitoring/Index.html](http://www.cdc.gov/vaccinesafety/Vaccine_Monitoring/Index.html)  
 and  
[www.cdc.gov/vaccinesafety/Activities/Activities\\_Index.html](http://www.cdc.gov/vaccinesafety/Activities/Activities_Index.html)

Syndrome (a severe paralytic illness, also called GBS). Your doctor will help you decide whether the vaccine is recommended for you.

- People who are moderately or severely ill should usually wait until they recover before getting flu vaccine. If you are ill, talk to your doctor about whether to reschedule the vaccination. People with a mild illness can usually get the vaccine.

## 5 What are the risks from inactivated influenza vaccine?

A vaccine, like any medicine, could possibly cause serious problems, such as severe allergic reactions. The risk of a vaccine causing serious harm, or death, is extremely small.

Serious problems from inactivated influenza vaccine are very rare. The viruses in inactivated influenza vaccine have been killed, so you cannot get influenza from the vaccine.

### Mild problems:

- soreness, redness, or swelling where the shot was given
- hoarseness; sore, red or itchy eyes; cough
- fever • aches • headache • itching • fatigue

If these problems occur, they usually begin soon after the shot and last 1-2 days.

### Moderate problems:

Young children who get inactivated flu vaccine and pneumococcal vaccine (PCV13) at the same time appear to be at increased risk for seizures caused by fever. Ask your doctor for more information.

Tell your doctor if a child who is getting flu vaccine has ever had a seizure.

### Severe problems:

- Life-threatening allergic reactions from vaccines are very rare. If they do occur, it is usually within a few minutes to a few hours after the shot.
- In 1976, a type of inactivated influenza (swine flu) vaccine was associated with Guillain-Barré Syndrome (GBS). Since then, flu vaccines have not been clearly linked to GBS. However, if there is a risk of GBS from current flu vaccines, it would be no more than 1 or 2 cases per million people vaccinated. This is much lower than the risk of severe influenza, which can be prevented by vaccination.

One brand of inactivated flu vaccine, called Afluria, **should not be given** to children 8 years of age or younger, except in special circumstances. A related vaccine was associated with fevers and fever-related seizures in young children in Australia. Your doctor can give you more information.

## 6 What if there is a severe reaction?

### What should I look for?

Any unusual condition, such as a high fever or behavior changes. Signs of a severe allergic reaction can include difficulty breathing, hoarseness or wheezing, hives, paleness, weakness, a fast heart beat or dizziness.

### What should I do?

- **Call** a doctor, or get the person to a doctor right away.
- **Tell** the doctor what happened, the date and time it happened, and when the vaccination was given.
- **Ask** your doctor to report the reaction by filing a Vaccine Adverse Event Reporting System (VAERS) form. Or you can file this report through the VAERS website at [www.vaers.hhs.gov](http://www.vaers.hhs.gov), or by calling **1-800-822-7967**.

*VAERS does not provide medical advice.*

## 7 The National Vaccine Injury Compensation Program

The National Vaccine Injury Compensation Program (VICP) was created in 1986.

People who believe they may have been injured by a vaccine can learn about the program and about filing a claim by calling **1-800-338-2382**, or visiting the VICP website at [www.hrsa.gov/vaccinecompensation](http://www.hrsa.gov/vaccinecompensation).

## 8 How can I learn more?

- Ask your doctor. They can give you the vaccine package insert or suggest other sources of information.
- Call your local or state health department.
- Contact the Centers for Disease Control and Prevention (CDC):
  - Call **1-800-232-4636 (1-800-CDC-INFO)** or
  - Visit CDC's website at [www.cdc.gov/flu](http://www.cdc.gov/flu)



DEPARTMENT OF HEALTH AND HUMAN SERVICES  
CENTERS FOR DISEASE CONTROL AND PREVENTION



Vaccine Information Statement (Interim)  
 Inactivated Influenza Vaccine (7/26/11) 42 U.S.C. §300aa-26

## VACCINE INFORMATION STATEMENT

# Meningococcal Vaccines

## What You Need to Know

Many Vaccine Information Statements are available in Spanish and other languages. See [www.immunize.org/vis](http://www.immunize.org/vis).

Hojas de Información Sobre Vacunas están disponibles en Español y en muchos otros idiomas.

Visite <http://www.immunize.org/vis>

1

### What is meningococcal disease?

Meningococcal disease is a serious bacterial illness. It is a leading cause of bacterial meningitis in children 2 through 18 years old in the United States. Meningitis is an infection of the covering of the brain and the spinal cord.

Meningococcal disease also causes blood infections.

About 1,000 – 1,200 people get meningococcal disease each year in the U.S. Even when they are treated with antibiotics, 10-15% of these people die. Of those who live, another 11%-19% lose their arms or legs, have problems with their nervous systems, become deaf or mentally retarded, or suffer seizures or strokes.

Anyone can get meningococcal disease. But it is most common in infants less than one year of age and people 16-21 years. Children with certain medical conditions, such as lack of a spleen, have an increased risk of getting meningococcal disease. College freshmen living in dorms are also at increased risk.

Meningococcal infections can be treated with drugs such as penicillin. Still, many people who get the disease die from it, and many others are affected for life. This is why preventing the disease through use of meningococcal vaccine is important for people at highest risk.

2

### Meningococcal vaccine

There are two kinds of meningococcal vaccine in the U.S.:

- Meningococcal conjugate vaccine (**MCV4**) is the preferred vaccine for people 55 years of age and younger.
- Meningococcal polysaccharide vaccine (**MPSV4**) has been available since the 1970s. It is the only meningococcal vaccine licensed for people older than 55.

Both vaccines can prevent 4 types of meningococcal disease, including 2 of the 3 types most common in the United States and a type that causes epidemics in Africa. There are other types of meningococcal disease; the vaccines do not protect against these.

3

### Who should get meningococcal vaccine and when?

#### Routine Vaccination

Two doses of MCV4 are recommended for adolescents 11 through 18 years of age: the first dose at 11 or 12 years of age, with a booster dose at age 16.

Adolescents in this age group with HIV infection should get three doses: 2 doses 2 months apart at 11 or 12 years, plus a booster at age 16.

If the first dose (or series) is given between 13 and 15 years of age, the booster should be given between 16 and 18. If the first dose (or series) is given after the 16th birthday, a booster is not needed.

#### Other People at Increased Risk

- College freshmen living in dormitories.
- Laboratory personnel who are routinely exposed to meningococcal bacteria.
- U.S. military recruits.
- Anyone traveling to, or living in, a part of the world where meningococcal disease is common, such as parts of Africa.
- Anyone who has a damaged spleen, or whose spleen has been removed.
- Anyone who has persistent complement component deficiency (an immune system disorder).
- People who might have been exposed to meningitis during an outbreak.

Children between 9 and 23 months of age, and anyone else with certain medical conditions need 2 doses for adequate protection. Ask your doctor about the number and timing of doses, and the need for booster doses.

MCV4 is the preferred vaccine for people in these groups who are 9 months through 55 years of age. MPSV4 can be used for adults older than 55.



U.S. Department of  
Health and Human Services  
Centers for Disease  
Control and Prevention

4

### Some people should not get meningococcal vaccine or should wait.

- Anyone who has ever had a severe (life-threatening) allergic reaction to a previous dose of MCV4 or MPSV4 vaccine should not get another dose of either vaccine.
- Anyone who has a severe (life threatening) allergy to any vaccine component should not get the vaccine. *Tell your doctor if you have any severe allergies.*
- Anyone who is moderately or severely ill at the time the shot is scheduled should probably wait until they recover. Ask your doctor. People with a mild illness can usually get the vaccine.
- Meningococcal vaccines may be given to pregnant women. MCV4 is a fairly new vaccine and has not been studied in pregnant women as much as MPSV4 has. It should be used only if clearly needed. The manufacturers of MCV4 maintain pregnancy registries for women who are vaccinated while pregnant.

Except for children with sickle cell disease or without a working spleen, meningococcal vaccines may be given at the same time as other vaccines.

5

### What are the risks from meningococcal vaccines?

A vaccine, like any medicine, could possibly cause serious problems, such as severe allergic reactions. The risk of meningococcal vaccine causing serious harm, or death, is extremely small.

Brief fainting spells and related symptoms (such as jerking or seizure-like movements) can follow a vaccination. They happen most often with adolescents, and they can result in falls and injuries.

Sitting or lying down for about 15 minutes after getting the shot – especially if you feel faint – can help prevent these injuries.

#### Mild problems

As many as half the people who get meningococcal vaccines have mild side effects, such as redness or pain where the shot was given.

If these problems occur, they usually last for 1 or 2 days. They are more common after MCV4 than after MPSV4.

A small percentage of people who receive the vaccine develop a mild fever.

#### Severe problems

Serious allergic reactions, within a few minutes to a few hours of the shot, are very rare.

6

### What if there is a moderate or severe reaction?

#### What should I look for?

Any unusual condition, such as a severe allergic reaction or a high fever. If a severe allergic reaction occurred, it would be within a few minutes to an hour after the shot. Signs of a serious allergic reaction can include **difficulty breathing, weakness, hoarseness or wheezing, a fast heart beat, hives, dizziness, paleness, or swelling of the throat.**

#### What should I do?

- Call a doctor, or get the person to a doctor right away.
- Tell your doctor what happened, the date and time it happened, and when the vaccination was given.
- Ask your provider to report the reaction by filing a Vaccine Adverse Event Reporting System (VAERS) form. Or you can file this report through the VAERS website at [www.vaers.hhs.gov](http://www.vaers.hhs.gov), or by calling **1-800-822-7967**.

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7

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The National Vaccine Injury Compensation Program (VICP) was created in 1986.

Persons who believe they may have been injured by a vaccine can learn about the program and about filing a claim by calling **1-800-338-2382** or visiting the VICP website at [www.hrsa.gov/vaccinecompensation](http://www.hrsa.gov/vaccinecompensation).

8

### How can I learn more?

- Your doctor can give you the vaccine package insert or suggest other sources of information.
- Call your local or state health department.
- Contact the Centers for Disease Control and Prevention (CDC):
  - Call **1-800-232-4636 (1-800-CDC-INFO)** or
  - Visit CDC's website at [www.cdc.gov/vaccines](http://www.cdc.gov/vaccines)

## Vaccine Information Statement (Interim) Meningococcal Vaccines

10/14/2011

**APPENDIX C: FACILITY INFORMATION**



Home / MyProperties Search Properties Broker Connect Portfolios Market Research Settings Help Log Out

Search Results Map Selected Properties (5) Property View

Previous Viewing 6 of 21 Next

For Sale and Lease - Family Sportsplex



Location Information

1403 N Charlotte Ave  
 Monroe, NC 28110  
 Union County  
 Union County Submarket

Pricing

**Lease \$/SF:** \$3.75  
**Lease Type:** NNN  
**Total Price:** \$990,000.00  
**Sale \$/SF:** \$333.00

Property Details

**Type:** Industrial  
**Subtype:** Office/Flex  
**Building SF:** 30,000  
**Total Acreage:** 4.53  
**Construction Status:** Existing  
**Year Built:** 1970  
**Zoning:** GI  
**Parcel ID:** 09267124A  
**Property User:** Any User  
**Clear Height:** 25  
**Drive-In Doors:** 2  
**Power:** 3 Phase  
**Parking:** 90  
**CPE #:** 33979

Availability

**Listing Date:** 1/23/11  
**Listing Method:** For Sale and Lease  
**Listing Status:** Available  
**Total Available:** 30,000 sf  
**Minimum Available:** 30,000 sf  
**Maximum Contiguous:** 30,000 sf  
**Date Verified:** 10/10/11

Comments

**Flex/Warehouse Building located in Monroe just south of Charlotte, NC. Ownership currently uses the building as a sports complex with boxing ring, indoor soccer/basketball fields with outdoor soccer field. 90+ designated parking spaces and more.**  
 There is a Soccer League & Newspaper business that operate from the building that will not remain once sold. The soccer league & newspaper business may be purchased for an additional price.

Show History

Map



Listing Actions

- [View Listing](#)
- [Print Listing](#)
- [Email Listing Link](#)
- [Create a PDF Brochure](#)
- [Save Listing to Portfolio](#)
- [Request an Update](#)
- [My Comments](#)

Listing Company



**KW Commercial**  
 520 Collins Aikman Drive Suite #108  
 Charlotte, 28262  
 704.890.7017  
[Visit Website](#)  
[View Listings](#)

Listing Contact(s)

**Joaquin Jimenez**  
 704.858.0611  
[Email](#)  
[Visit Homepage](#)



# Hill Top Office/Retail

For Sale

## 1620 E Roosevelt Blvd

Monroe, NC



### Big Box

**Hwy 74 & Hwy 601 frontage**

- 7 acres
- 1 parcel
- No out parcels
- Former Grocery
- 2 additional in-line shops

**45,600 square feet +/-**

**Monroe City Zoning "GB"**

**Tax Id# 09156004B**

### Demos:

**1 Mile: 3089**

**3 Mile: 22,308**

**5 Mile: 41,458**

**Hwy 74 ~ 46,000 CPD**  
per NCDOT

**\$1,999,000**

**Retail location on busy Hwy 74, and Hwy 601. This former Bi-Lo has 2 additional in-line spaces. Use could include Retail, Medical Office, General Office or a Church .**



Contact

Brian Johnson, ALC, CCIM

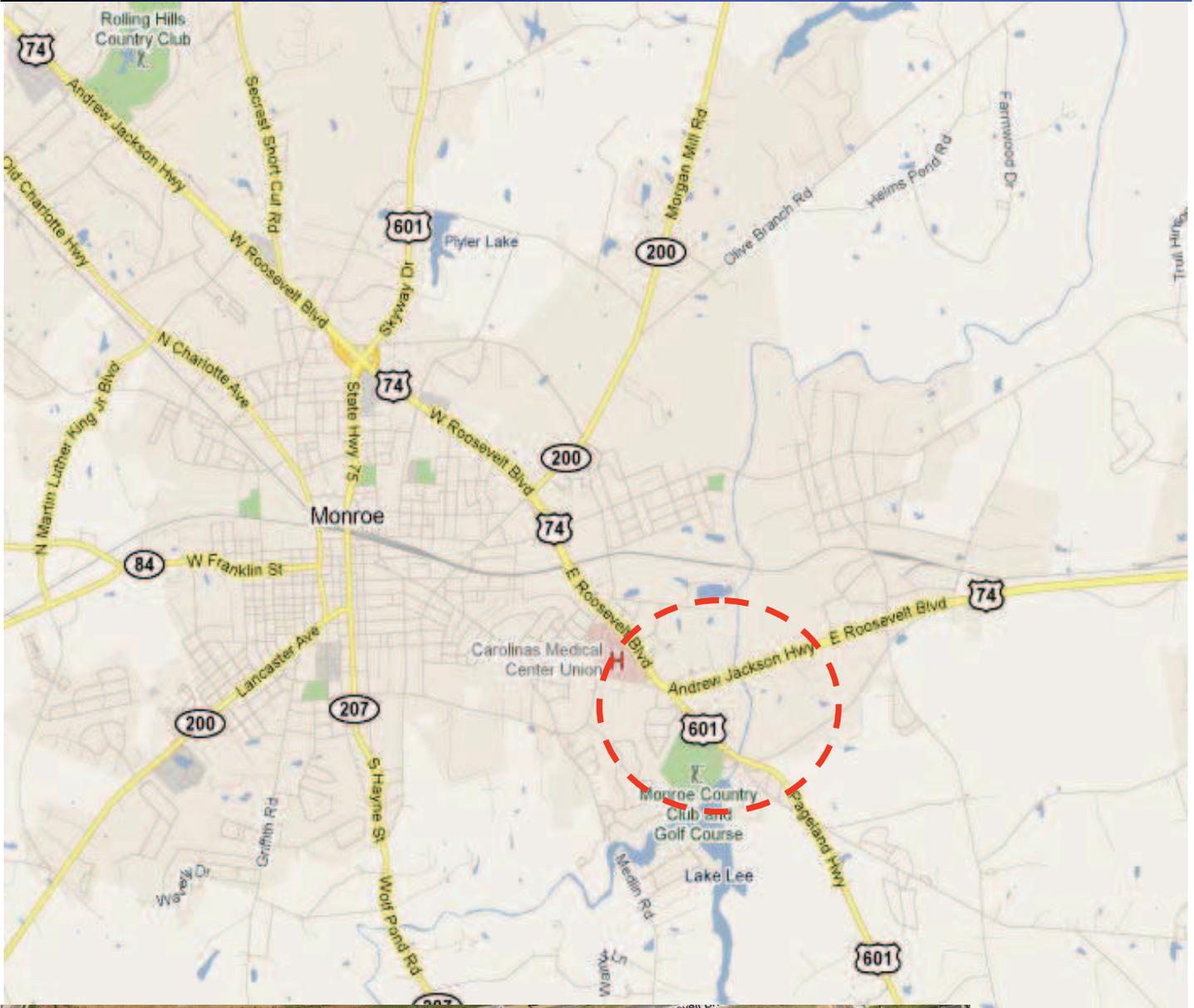
704-507-7547

Brian@Typarrealty.com

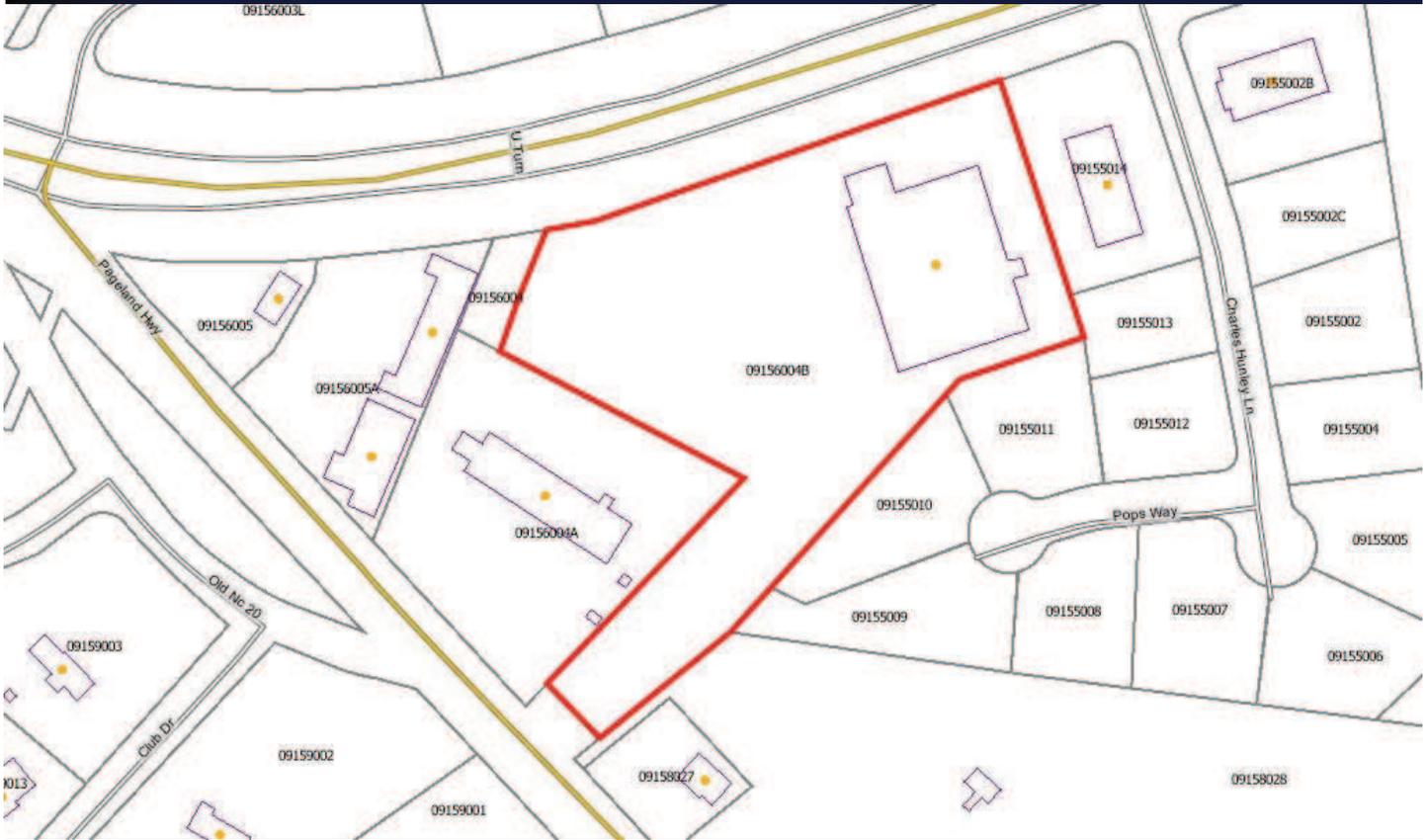
# Aerial



# Locator Map



# GIS





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Search Results Map Selected Properties (5) Property View

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For Sale and Lease - Monarch



Location Information

1604 Morgan Mill Rd  
 Monroe, NC 28110  
 Union County  
 Union County Submarket

Pricing

**Lease \$/SF:** \$2.75 - \$3.25  
**Lease Type:** Mod. Gross  
**Total Price:** \$940,000.00  
**Sale \$/SF:** \$19.34

Property Details

**Type:** Industrial  
**Subtype:** Distribution, Manufacturing, Warehouse  
**Building SF:** 48,600  
**Total Acreage:** 4.50  
**Construction Status:** Existing  
**Year Built:** 1965  
**Zoning:** GI  
**Parcel ID:** 09188084  
**Property User:** Any User  
**Dock Doors:** 7  
**Drive-In Doors:** 2  
**Outside Storage:** Yes  
**Power:** City of Monroe  
**Sprinklers:** Yes  
**Parking:** 26  
**Construction Type:** Masonary/steel  
**CPE #:** 31989

Availability

**Listing Date:** 6/2/10  
**Listing Method:** For Sale and Lease  
**Listing Status:** Available  
**Total Available:** 48,600 sf  
**Minimum Available:** 2,400 sf  
**Maximum Contiguous:** 48,600 sf  
**Vacant SF:** 48,600 sf  
**Date Verified:** 9/19/11

Listing Actions

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Listing Company

 **Walt Perry Realty, Inc**  
 1661 Walkup Ave. Suite B  
 Monroe, NC 28110  
 704.283.8181  
[Visit Website](#)  
[View Listings](#)

Listing Contact(s)

**Jimmie Seay**  
 704.283.8181  
[Email](#)  
[Visit Homepage](#)

**Tripp Melton**  
 704.283.8181  
[Email](#)  
[Visit Homepage](#)

Comments

Main bldg (1965) and aux. bldg (1970) are approx. 46,200 sf and 2,400 sf, respectfully. Ceiling heights 13.5' to 14.5'. Building sits just off Roosevelt Blvd. (Hwy. 74) and will be within a short driving distance to the future Monroe Parkway (Bypass).

Unit/Suite Details

Suite/Unit	Unit Type	Status	Square Feet	Price/SF	Date Available
A	Industrial	Available - For Lease	17,600	\$3.25 Mod. Gross	Immediately
B	Industrial	Available - For Lease	12,100	\$3.25 Mod. Gross	Immediately
C	Industrial	Available - For Lease	8,800	\$3.25 Mod. Gross	Immediately
D	Industrial	Available - For Lease	7,700	\$3.25 Mod. Gross	Immediately

[Show History](#)

Map



Piedmont IT Academy



**Walt Perry Realty**  
**Warehouse Space for Lease**  
Corner of Secret Ave. & Stitt St.  
Monroe, NC 28110



Easy access to Hwy 74 or Walkup Ave.  
40,000+/- sf  
1 @ 12' X 12' Dock-high door  
Ceiling 18' at center, 13' at eaves  
(varies due to duct work and air lines)  
40' X 25' column spacing  
Wet Sprinkler  
Floor capacity 50 lbs. psf  
2 offices with reception area  
3 bathrooms and first aid room  
Built in 1989  
Zoned G-I  
Portion of Tax Parcel #09115007B

**Lease Price: \$2.50 p.s.f. NNN**

Contact:

**Walt Perry Realty**

1661 Walkup Avenue, Suite B

Monroe, NC 28110

(704) 283-8181 (voice)|(704) 283-7350 (fax)

The above information has been obtained from reliable sources and is believed to be correct, however it is subject to verification and Walt Perry Realty assumes no liability for its accuracy.

# Available for lease

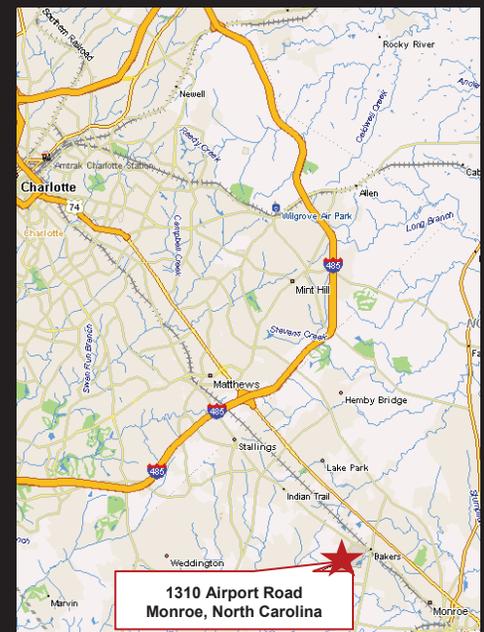
## 1310 Airport Road, Suite C, Monroe, North Carolina

± 32,000 square feet



### Highlights

Lease rate:	\$5.00/SF/YR NNN
Total SF:	±32,000
Clear height:	24'
Loading:	7 dock-high doors
Floors:	6", 5000 PSI concrete
Lighting:	Halogen
Sprinklers:	ESFR
Fenced parking:	Yes



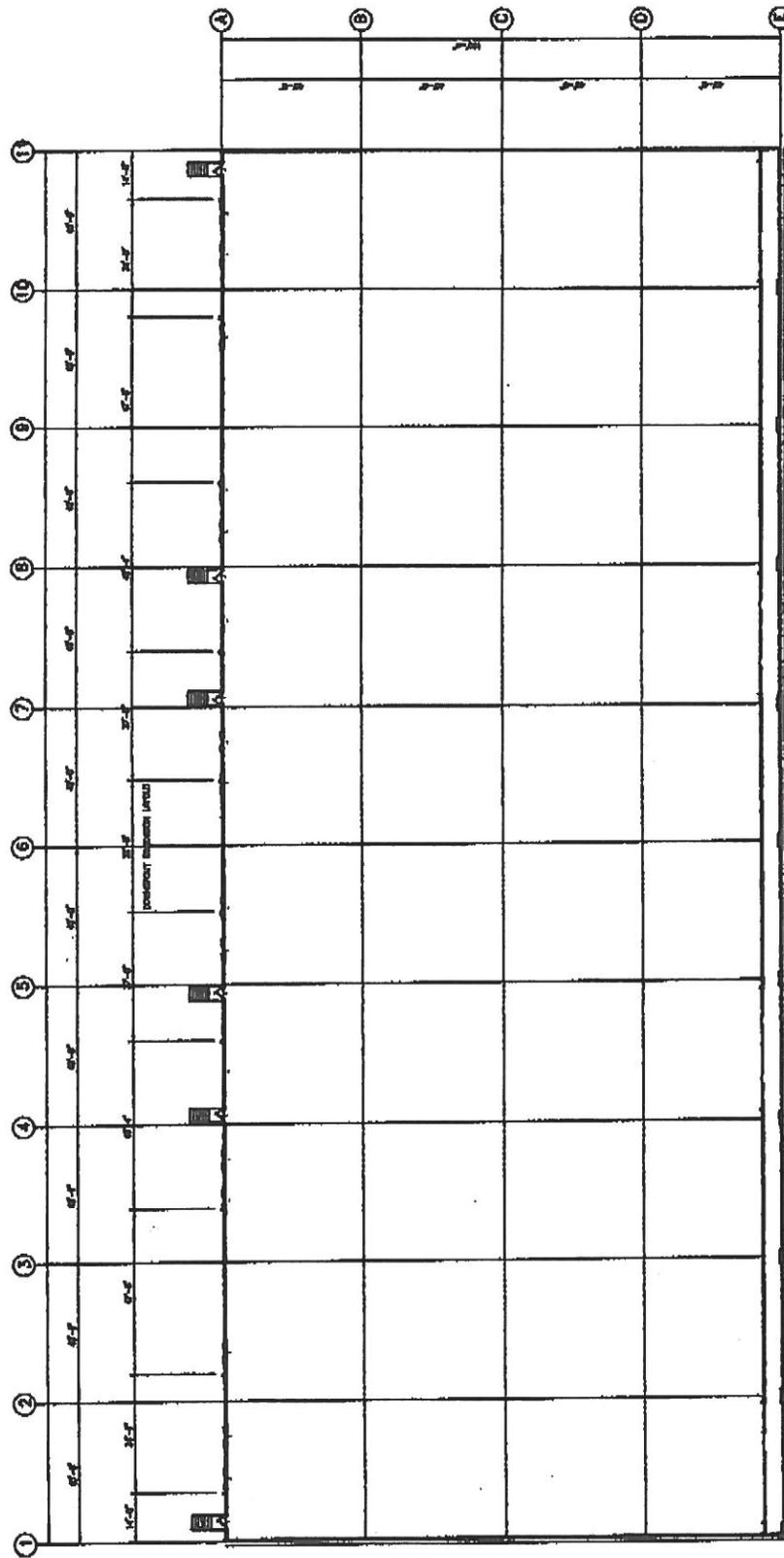
### For information

**Bob McGriff**  
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+1 704 804 5763

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+1 704 804 5780



## Commercial Realty, LLC

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### Office Warehouse For Sale/Lease

226 Bivens Road  
Monroe, NC 28110



- 25,000 +/- sf
- 3,000+/-sf Office & 22,000 +/- sf Warehouse
- 12,000 +/- sf of Warehouse is air-conditioned
- One Drive-In and two Dock-High doors
- Sprinklered Building
- Standing Seam Roof
- 3-phase Electric Service
- 2.393 +/- acres
- Zoned General Industrial
- Constructed in 1986
- Tax Parcel #09084009M
- Conveniently located just off Hwy 74

**Purchase Price: \$865,000**

**Lease Price: \$6,675/month NNN**

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**Contact:**

**Mark H. Wright**

602 Kintyre Dr.  
Monroe, NC 28112

E-mail: [mark@mwcommercialrealty.net](mailto:mark@mwcommercialrealty.net)

**MW Commercial Realty, LLC**

Office/Fax 704-635-8346  
Cell 704-634-7429

Website: [www.mwcommercialrealty.net](http://www.mwcommercialrealty.net)

This information above has been obtained from sources believed to be reliable and correct. While we do not doubt its accuracy, it is subject to verification and MW Commercial Realty, LLC makes no guarantee, warranty or representation nor assumes any liability for its accuracy.



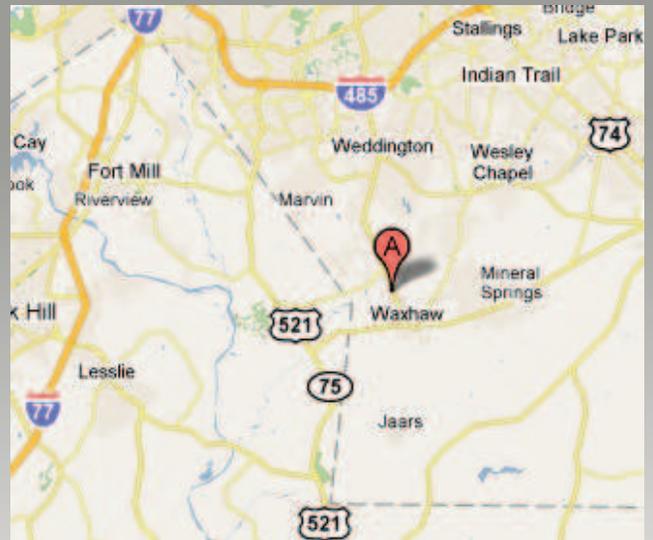
**3620 PROVIDENCE ROAD SOUTH**  
WAXHAW, NC 28173

**COMMERCIAL PROPERTY**



## AVAILABLE FOR LEASE OR SALE

- Class A Medical Office Space
- 1,500 - 26,128 Sq. Ft. Available
- 2.64 Acres
- Zoning CU - C-3
- 2 Floors with Elevator
- 123 Parking Spaces
- Lease Rate \$23.00 PSF, Full Service
- Sales Price: \$5,500,000



**MARTIN WELTON**  
704.336.9068  
MARTIN@PARKCRE.COM

[WWW.PARKCRE.COM](http://WWW.PARKCRE.COM)

309 S. Laurel Avenue, Suite 100 • Charlotte, North Carolina 28207



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For Sale - 3645 Pleasant Plains Rd



Location Information

3645 Pleasant Plains Rd  
Stallings, NC 28105  
Intersection of Potters Rd  
Union County  
Union County Submarket

Pricing

**Total Price:** \$1,750,000.00  
**Sale \$/SF:** \$54.69

Property Details

**Type:** Office, Retail  
**Subtype:** Office, Retail  
**Building SF:** 32,000  
**Office SF:** 5,000  
**Retail SF:** 15,000  
**Other SF:** 12,000  
**Total Acreage:** 5.25  
**Construction Status:** Existing  
**Year Built:** 1992  
**Year Renovated:** 2010  
**Zoning:** commercial retail  
**Parcel ID:** 07129307B & 07129310A  
**Property User:** Any User  
**Class:** A  
**Total Floors:** 1  
**Parking:** 100+ Free  
**Construction Type:** 2 Buildings  
**CPE #:** 34195

Availability

**Listing Date:** 3/23/11  
**Listing Method:** For Sale Only  
**Listing Status:** Available  
**Total Available:** 32,000 sf  
**Minimum Available:** 32,000 sf  
**Maximum Contiguous:** 32,000 sf  
**Vacant SF:** 32,000 sf  
**Date Verified:** 3/23/11

Listing Actions

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Listing Company

**Haymond Properties, LLC**  
3122-100 Fincher Farm Road  
Suite 250  
Matthews, 28105  
704.841.9415  
[View Listings](#)

Listing Contact(s)

**Jan-Marie Haymond**  
704.841.9415  
[Email](#)  
[Visit Homepage](#)

Comments

**Anchor Tenants:** Owner User

**Two Separate Buildings.**

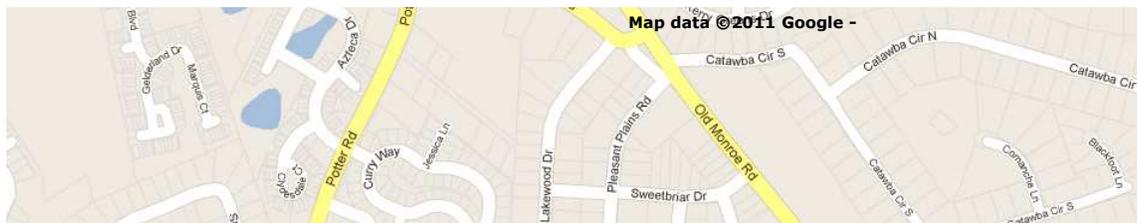
**Building#1** Retail/Office Building 100% Remodeled in 2010 with 18' Ceilings and two loading docks.  
**Building#2** 10,000 sq ft retail/warehouse. Water and Sewer. Convenient Access to I-485. Perfect for owner user.

[Show History](#)

Map



Piedmont IT Academy



### IX. SIGNATURE PAGE

The foregoing application is submitted on behalf of Piedmont IT Academy. The undersigned has read the application and hereby declares that the information contained in it is true and accounts to the best of his/her information and belief. The undersigned further represent that the applicant has read the Charter School Law and agrees to be governed by it, other applicable laws, and SBE regulations.

Print/Type Name: Adem Kaya

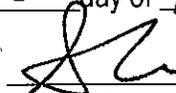
Position: President, Board of Directors

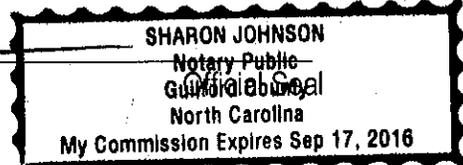
Signature: 

Date: 11/05/2011

Sworn to and subscribed before me this

8<sup>th</sup> day of November, 2011.

  
Notary Public



My commission expires Sept 17, 2016.